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Cover Photograph

Niagara Falls was the site of the 1968 educational conference of the Ontario Federation of Labour. See page 264.

Canadian Government Travel Bureau photo

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50 Years Ago

From the Labour Gazette May 1918

The Employment Offices Co-ordination Act, passed in April 1918, was intended to standardize the work of provincial employment systems without interfering with their autonomy. The Amalgamated Mine Workers of Nova Scotia join the UMW.

The Employment Offices Co-ordination Bill was passed by Parliament in April 1918, and the May issue of the LABOUR GAZETTE contained an article explaining the position with regard to employment offices across Canada. It also contained the text of the "Act to Aid and Encourage the Organization and Co-ordination of Employment Offices."

In the provinces of Nova Scotia, New Brunswick and Prince Edward Island, no public employment offices had been established at that time. In 1910, Quebec had passed an act that provided for the establishment of provincial employment offices, and in 1918, offices were in operation in Montreal, Quebec and Sherbrooke.

After the Ontario Unemployment Commission issued its report, the Ontario Government in 1916 established a Trades and Labour Branch, one of the main duties of which was "to establish and maintain in the various centres of population throughout Ontario, employment bureaus and similar agencies for obtaining suitable employment for working men." By April 1918, offices were in operation in Toronto, Ottawa, Hamilton, London, Brantford, St. Thomas, Port Arthur, Fort William, and other points.

Manitoba had no provincial employment offices, but a government employment bureau had just been established. The bureau was required to establish and maintain one or more employment bureaus in Winnipeg and at such other places in the province as the Lieutenant-Governor in Council might designate.

The Saskatchewan Bureau of Labour operated employment bureaus in Saskatoon, Regina, Moose Jaw and Swift Current. The head office of the bureau in Regina had been active in obtaining farm help, especially in harvest time, this journal said.

Alberta had no legislation authorizing the establishment of employment offices, but the Department of Agriculture was then being organized to meet the demand for farm labour, and had opened employment offices in Edmonton, Calgary, Lethbridge, Medicine Hat and Red Deer.

In British Columbia, the only public employment offices were the municipal offices in Vancouver, Victoria and New Westminster. The new provincial Department of Labour, which had been established in 1917 (L. G., June 1967, p. 346), was required "to establish and maintain in the various centres of population throughout British Columbia, employment bureaus and similar agencies for obtaining suitable employment for working men." In pursuance of this duty, the Minister of Labour had announced in April 1918 that the Government was preparing to establish a free employment bureau in Vancouver, and that it intended to extend the system to other places as required.

The Employment Offices Co-ordination Act placed on the federal Department of Labour the duty of "formulating a national employment policy and of standardizing the work of the provincial employment systems in line with that policy, through the subsidies provided in the Act," this journal said. "The measure does not propose any Dominion interference with the administration of the provincial employment offices. It is recognized that the administration at Ottawa cannot be as well acquainted with the labour market conditions in British Columbia, for example, as the provincial officials, and complete provincial autonomy in the work of organizing the labour market within the province is maintained.

"On the other hand, the exchange of labour between widely separated provinces cannot be carried on by purely provincial machinery, and the object of the bill is to secure the co-ordination necessary to enable the provincial systems to function as parts of a national organization. It is hoped those provinces which as yet have no employment offices will be encouraged to enter the field, and that the others will be stimulated to develop their systems rapidly."

The report of a board established to deal with a dispute between the Corporation of the City of Ottawa and certain employees, members of Federal Labour Union No. 15, was published in this journal. It was stated that the board's findings had been accepted on behalf of the employees, but that, at the end of the month, the civic authorities had not declared their position.

In the schedule of wages recommended, at the end of the report, 64 employees were mentioned by name, with the recommended wage opposite each name. The name of one of the employees was given merely as Rice. Elsewhere on the list the name A. Rice appeared. The initial or initials of the other employees were given. "Rice" was a labourer, and his recommended wage was $2.88 a day. "A. Rice" was a "booster," and the board decided that he ought to get $1,100 a year. The pay of $1,150 a year was shown for two employees in the "hypo plant." One man who combined the occupations of carpenter and diver was to get $3.30 a day. Two tap inspectors were to get, one $3 a day and the other $2.88 a day. Another tap inspector was shown as "laid off," with no wage mentioned.

One man listed as a "transformer" was to be given the salary of $1,250 a year. Four "turncocks" were to get $22 a week each, seven pipe caulkers and repairers $3.60 a day each, three pump house employees $130 a month each. A chauffeur and repairer was to get $4.50 a day in summer and $3.50 a day in winter. The pay of those listed as labourers was $2.88 for some and $3.06 for others. Carters were to be paid $4 a day.

One employee, a carpenter, was to get $4.05 a day, which was more than the $3.30 a day earned by the carpenter-cum-diver, diving apparently being considered lower grade work than carpentry. After the $4.05 a day given as the carpenter's pay a note was added that read, "Not to be considered as affected by the rate to come in force 1st May." Since it was stated that the wages listed were to come into effect on the first day of April 1918, it is not clear what this note was

Continued on page 270

Major collective agreements settled in 1967

Of the 514 major collective agreements in force in Canada on December 30, 1967, approximately 36 per cent or 186 agreements were new or re-negotiated during 1967, and covered nearly 400,000 workers, according to a recent Department of Labour survey.

The Department has completed a study of wage developments under major collective bargaining agreements in force in 1967. The 514 collective agreements comprising the study covered about one million workers in major negotiating units of 500 or more employees in industries other than construction.

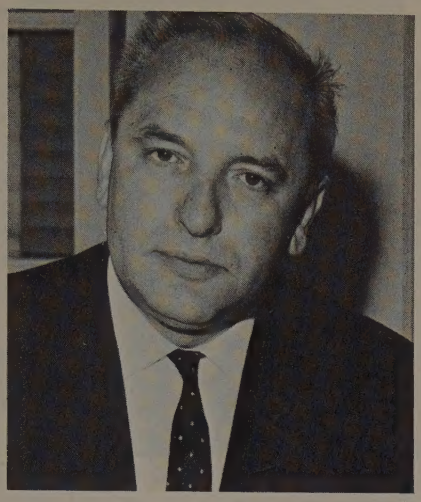
Approximately 17 per cent of the 1967 settlements are for terms of 6 to 17 months, or an average of one year duration, 50 per cent are for 18 to 29 months, or two years duration, and the remaining 33 per cent will last for 30 months and more, or three years duration.

On the average, the one-year agreements settled in 1967 provide for a 9.7-per-cent increase in their base rate of pay. The two-year 1967 settlements provide average increases of 11.9 and 6.9 per cent for their first and second years. The increases provided for in the three-year agreements average 0.9, 7.9 and 5.1 per cent for their first, second, and third years.

The base rate is defined as the straight-time hourly wage rate for an unskilled or semi-skilled occupational group in a negotiating unit. The average straight-time hourly wage rate for unskilled or semi-skilled workers provided in the 1967 agreements rose by 15.3 cents, or 7.5 per cent. During 1966, by comparison, the average hourly base rate increase was 12.8 cents, or 6.5 per cent. The consumer price index rose 4.5 per cent in 1967 and 3.4 per cent in 1966. Thus, in real terms, the average hourly base rate increased by about 3 per cent in both 1966 and 1967.

Both the base rate and the percentage increase data are not necessarily representative of the average wage and average percentage increase enjoyed by the workers in the negotiating unit as a whole. The data on wage increases are limited to the base rate occupational groups, whereas the data on the number of agreements and workers covered refer to all occupational groups covered in the survey.

A statistical paper containing more detailed data on wage developments under major collective agreements, together with a brief analysis of the concepts used, is available from the Economic and Research Branch, Canada Department of Labour, Ottawa.



ILO photo

Francis Blanchard

Deputy Director-General appointed by ILO

Francis Blanchard, Chief of the Field Department of the International Labour Organization, has been appointed Deputy Director-General of the ILO.

Mr. Blanchard was born in Paris and is a graduate of the École des Sciences Politiques and the Faculty of Law at the University of Paris. Until 1947, he was an official in the French Ministry of the Interior, and was then attached to the International Refugee Organization as director of the co-ordination and liaison services.

He joined the ILO in 1951 as deputy chief of the manpower division, and became chief of that division in 1953. He was appointed Assistant Director-General in 1956. He has been chief of the Field Department since reorganization of the ILO secretariat in 1964.

In his new position, Mr. Blanchard will be responsible for the management of the ILO's operational and other activities in the field, and for implementation of the ILO's policy of decentralization. His appointment will be for a term of five years.

Former ITU president dies at 67

Elmer Brown, President of the International Typographical Union, died in February in Colorado Springs. He was 67.

Mr. Brown was named head of the ITU in 1958, after serving as vice-president of the union since 1944. As President, he headed more than 123,000 printers and mailers in the United States and Canada.

CUPE will bargain for CBC employees

The Canadian Union of Public Employees has been certified as bargaining agent for 1,726 employees of the Canadian Broadcasting Corporation across Canada, bringing an end to a long struggle between unions.

The decision, which was given by the Canada Labour Relations Board at the end of February, rejected applications by the National Association of Broadcast Employees and Technicians (CLC) and the Confederation of National Trade Unions.

The CNTU had been trying for three years to gain the right to represent some 700 French-speaking production workers of the CBC in Quebec, and it had asked the Board to delay making a decision in this case until the fate of Bill C-186 had been decided. The bill, which was then before Parliament, was intended to amend the Industrial Relations and Disputes Investigation Act to alter the composition and working of the Canada Labour Relations Board in such a way as to facilitate the granting of applications such as that of the CNTU in this case.

The CBC employees involved here were formerly members of the International Alliance of Theatrical Stage Employees and Moving Picture Employees (IATSE). In the autumn of 1967, CUPE, NABET and IATSE, with the CNTU in the background, tried to gain a majority of the employees concerned, but their applications were rejected by the CLRB on technical grounds.

1967 Bargaining Review is now available

All the 1967 issues of the Collective Bargaining Review are being gathered into a plastic-bound volume, Collective Bargaining Review 1967, which will be priced at $2.50 a copy. Orders, with remittance payable to the Receiver-General of Canada, may be sent to: Chief, Publications Division, Public Relations and Information Services Branch, Canada Department of Labour, Ottawa.

The Collective Bargaining Review was originally a monthly feature of the LABOUR GAZETTE, but beginning in January 1966, a change was made, and the Review was published separately as a supplement to the GAZETTE. Subscribers to the LABOUR GAZETTE may still obtain it in this form by asking to be put on the mailing list, if they are not already getting it.

Five Directors Appointed to Unemployment Insurance Commission

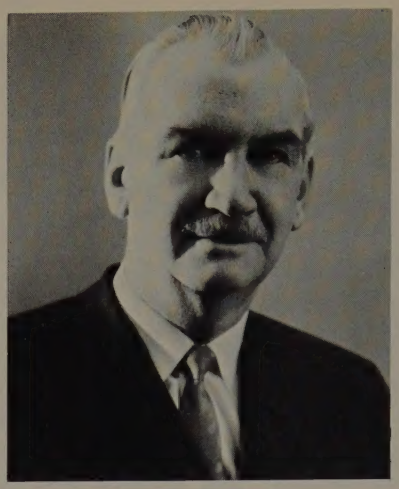
Appointments of five regional directors of the Unemployment Insurance Commission has been announced by the Public Service Commission.

Kenneth C. MacLean, appointed Director for the Prairie region, came to Winnipeg in 1963 as assistant regional director, and has been acting director for the past two years. Mr MacLean began his employment with the Unemployment Insurance Commission in 1945 after his discharge from the armed forces.

J. Lester Stevens, appointed Director for the Ontario region, joined the Department of Veterans Affairs in Winnipeg on his discharge from the army after World War II, and in 1959 he was transferred to the Department of National Defence. In 1964, he became one of the original members of the Public Service Commission's bureau of classification revision, and in 1967 he was named to head the Commission's task force, whose main responsibility is recruitment and personnel administration across Canada. He now leaves the PSC to take up the UIC post.

Guy B. de Grosbois, who has been appointed Director of the Quebec region, after a period of service with the Royal Bank of Canada, joined the UIC as a senior supervisor-inspector, and was transferred to the Montreal office in 1948. He later became technical services director and then assistant director for the region. He has been acting director since 1965.

Duncan Young, who has been appointed Director for the Pacific region, joined the UIC as an auditor in 1946, after serving with the RCAF during World War II.



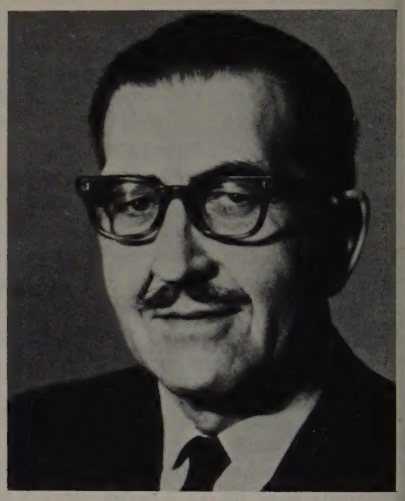
Kenneth C. MacLean

National Defence photo

J. Lester Stevens

He subsequently held positions in Moose Jaw, Winnipeg, and Edmonton, and in 1966 he was appointed manager of the Manpower Department's Toronto Metro Area office.

George Ferguson Lawson, appointed Director for the Atlantic region, was employed in private business from 1929 until he joined the armed forces during World War II. He joined the Unemployment Insurance Commission in 1944 as travelling inspector in the Inspection and Training Branch. He was for a short time manager of the Vancouver local office of the UIC; otherwise his experience has been in the Maritimes.



Guy B. de Grosbois

Manpower assistance program to help retiring servicemen

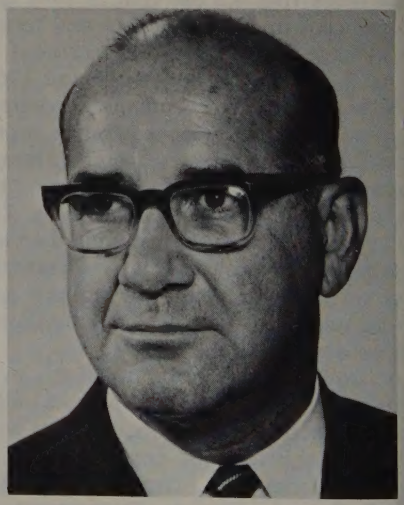
The federal Departments of National Defence and Manpower and Immigration have launched a co-operative program designed to give Canadian employers better access to the pool of qualified manpower represented by the approximately 2,000 armed forces personnel who are reaching the compulsory retirement age each year.

The program will co-ordinate the existing pre-retirement assistance program of National Defence with the comprehensive placement services of the Department of Manpower and Immigration.

The objective of the program is to ensure that the retiring serviceman will play an effective economic role as a civilian by guiding him into the occupational field for which he is best suited and that offers him good prospect of continuing and rewarding employment.

Officers and men reaching military retirement age have at least ten to twenty years more of productive life before they reach the normal retirement age for civilian employment. Most have 25 years or more of practical working experience, and many are trained and experienced in supervisory, administrative, managerial and technical fields.

The objective will not be short-term placement, but the establishment of individuals in long-term employment, where they can make the maximum use of their talents, and employers can get maximum benefit from their services. All Canada Manpower Centres can assist employers in obtaining full information about retiring servicemen.



Duncan Young

New agreement for can company employees

A new three-year agreement covering 800 employees of Continental Can Company in Montreal provides for a basic wage that will rise to $2.97 an hour in the third year of the contract. A spokesman for the United Steelworkers said that the highest rate for workers in the Montreal plant would rise to $4.71 an hour in February 1970, with the average for the plant being set at $3.82. The new contract is retroactive to February 1, and it runs to January 31, 1971.

A USWA official, who negotiated for the company's Montreal employees, said that the new rates, coupled with fringe benefits, constituted some of the highest in the Quebec steel industry. He estimated that the total settlement would amount to 90 cents an hour. Continental Can Company employees in Montreal have had wage parity with the firm's American workers since 1953, contracts for all plants, of which there are 60 throughout North America, being negotiated on an international basis.

Increases in fringe benefits include: an increase in pensions of $1 a month, from $5.50 to $6.50, for each year of service, beginning in 1969; provision for retirement at full pension after 30 years' service, regardless of the employee's age, starting in 1970; an increase of $10 a month in the pensions of those who have already retired; an increase in company contributions to the SUB fund; a ninth paid holiday, starting in 1970; and increases in insurance and medical benefits.

The straight wage increases amount to 40 cents an hour — 20 cents in the first year, and 10 cents in each of the next two years.

Technological change in the railway industry

The second in a series of three reports on technological change in the railway industry has been published by the Queen's Printer, Ottawa, under the title of *Employment Effects and Adjustment Process.*

The first report, titled *Technological Changes in the Railway Industry: Maritime Area of CNR*, was published in October 1964 as No. 12 in the Skilled Manpower Training Research Program series. It was prepared by P. R. Schweitzer, an economist with the Economics and Research Branch of the Department of Labour.

The present report, written by Dr. C. Glyn Williams, Associate Professor of Economics, University of Boston, under the supervision of Phillip Cohen of the Economics and Research Branch, Department of Labour, scans railway shops where the impact of technological change has been heavy, and reveals the findings of two surveys conducted by Dr. Williams at the CPR Angus Workshops in Montreal in 1962 and 1963.

The first survey concentrated on the employment and occupational effects of technological change in the workshops and the CPR system; the second dealt with the employment adjustment process.

Former CNTU executive moves to McGill

Robert Sauvé, 37, former secretary general of the Confederation of National Trade Unions, was appointed March 1 as Associate Director of McGill University's Industrial Relations Centre and Associate Professor in the Faculty of Law.

As Associate Director (Labour), Mr. Sauvé is in charge of the labour education program, and assists in the centralization and co-ordination of information and services for the trade union movement.

Mr Sauvé joined the CNTU as technical adviser in 1960, and subsequently served as regional director, Eastern Townships (1963-64); regional director, Montreal, (1964-65) and secretary general (1965-67).

A native of Montreal, he studied law at the University of Montreal, taking postgraduate work at the London School of Economics and Political Science, University of London, and at the American University, Washington, D.C.

As well as teaching labour law, Mr. Sauvé assists students working on research projects that delve into problems in the labour movement and in the industrial relations field.

School of nursing offers specialized training

A grant by the W. K. Kellogg Foundation has made it possible for the University of Toronto School of Nursing to inaugurate a program to prepare nurses as clinical specialists and teachers. This will bring to four the number of graduate programs for nurses in Canada, and the second to provide such specialized training.

Canada's lack of graduate programs in nursing has forced many nurses to go to the United States for advanced training, and many have subsequently remained there.

Parliament

Bill C-197 to amend the Unemployment Insurance Act to broaden coverage (L. G., April, p. 201) passed second and third reading (*Hansard* p. 7126 and 7146) on February 29, and received the Royal Assent on March 7 (p. 7386).

A measure to amend the National Housing Act, 1954, to increase from $13,000 to $18,000 the loan ratios for insured loans to home-owners, builders, and co-operative housing associations for the construction of new housing units, was introduced by the President of the Treasury Board on February 15, and given first reading as Bill C-202 (p. 6760). The bill passed second and third reading (p. 7446 and p. 7448) on March 8.

A progress report of the Task Force on labour relations was tabled in the Commons by the Minister of Labour on February 29 (p. 7095).

Apprenticeship programs for U.S. negroes

Negroes in the United States will be actively recruited for apprenticeship programs in the building trades, union officials have assured the U.S. Department of Labor. The announcement came after a two-day conference with the presidents of 18 international building unions at Bal Harbour, Florida, in February.

The executive board of the Building and Construction Trades Department of the American Federation of Labor and Congress of Industrial Organizations said that they would order all 8,500 union locals not only to recruit Negroes for apprenticeship programs, but to provide the necessary instruction to make it possible for their admission into the programs.

The unions have always denied that Negroes were discriminated against because of their race. They claim that Negro membership is low because educated Negroes seek white-collar work, and that those who seek work in the skilled crafts usually lack basic qualifications.

Union leaders said that they would support existing and future training programs for Negroes, and they promised that local unions would be encouraged to publicize apprenticeship programs and actively seek out community leaders who had contact with minority groups. They recommended also that there be "maximum utilization of responsible civil rights organizations willing to join in a co-operative effort" to carry out the apprenticeship programs.

Commission to seek causes of unrest in Quebec ports

The appointment of Mr. Justice Arthur I. Smith, of the Quebec Superior Court, as a second Industrial Inquiry Commission on the 1966 longshoremen's dispute that shut down longshore work in three Quebec ports in 1966 was announced by Labour Minister Nicholson about the middle of February.

Two inquiries were recommended by Judge René Lippé, who was appointed by Mr. Nicholson in May 1966 to mediate the work stoppage at the ports of Montreal, Quebec and Trois-Rivières. The first of these inquiries, concerning productivity and job security, was conducted by Dr. Laurent Picard, Montreal, who made his report in November of last year (L. G., Jan., p. 2).

Dr. Picard recommended that the 4,250 St. Lawrence River dock workers concerned should be given a job guarantee, on condition that productivity, which he found had fallen by 24 per cent since 1964, should be brought back to the previous highest level.

His second recommendation was that gang sizes be reduced from 20 to 17 men at Montreal, from 19 to 17 men at Quebec, and remain at 16 in Trois-Rivières. By the terms of the inquiry, these recommendations were binding on both parties to the dispute: The Shipping Federation of Canada, representing the employers; and the International Longshoremen's Association, representing the dock workers.

The purpose of the second inquiry, being undertaken by Mr. Justice Smith, is to find out the causes of labour unrest at the three ports. The Minister said that the terms of reference, in general, would be to inquire into:

"Conditions, conduct and matters, not part of normal trade union activities, giving rise to labour unrest, including pilferage, theft, corruption, bribery, kickbacks, gambling, bookmaking, loansharking, extortion, coercion, assault, or other irregular or illegal activity;

"Management employment or business practices, conditions and matters, not part of or dealt with in collective bargaining, giving rise to labour unrest, including the methods of dealing with cargo at the ports, the methods of exercising discipline with respect to employees in and around the work place in the interests of security of cargo, and the methods of maintaining a standard of good conduct by all other persons in and around the work place; and

"Any matters incidental or relating to any of the foregoing matters at the three ports."

The Minister estimated that it would take Mr. Justice Smith at least a year to complete his inquiry. Hearings may begin in April. The judge will visit several U.S. ports to study conditions there, he added.

Salaries of U.S. clerical employees rise 6.1 per cent

The salaries of clerical employees in the United States rose by a record 6.1 per cent between early 1966 and June 1967, the U.S. Bureau of Labor Statistics reported in a recent survey. Other white-collar pay scales also rose substantially during the survey period — in almost all cases, by more than 5 per cent.

The survey has been taken each year since 1961. The annual figures are not exactly comparable because the latest survey covered a 15-to-16-month period in an effort to make the statistics more current. But even when they are adjusted to a lower 12-month rate, the clerical pay rise is well above the 1965-1966 average increase of 3 per cent and the 2.4 per cent average raise between 1964 and 1965.

Last year, for the first time, the percentage increase for clerical employees was higher than that for most professional and administrative groups. The 6.1-per-cent clerical average increase compares with 5.4 per cent for engineers, 5.5 per cent for chemists and 5.8 per cent for accountants. In all, 13 occupational groups and 81 work-level categories were covered by the survey.

Some groups received increases of less than 5 per cent. Two of these were job analysts, with an increase of 4.2 per cent, and personnel directors, with an increase of 4.7 per cent.

Despite the fact that the clerical employees received the largest pay increases during the 1966-1967 period, they have trailed other white-collar and professional fields throughout the six-year period. Their pay rose by about 22 per cent from 1961 to mid-1967, less than any of the other groups included in the survey. Chemists led the list with a 28-per-cent raise pay, and chief accountants were next.

Human rights brochure published by FEP Branch

A new brochure, "Human Rights in Canada" was recently issued by the Fair Employment Practices Branch of the Canada Department of Labour in connection with the International Year for Human Rights 1968. The booklet is described as "A concise review of Canadian legislation concerning discrimination in employment, trade union membership, public accommodation, hiring practices and collective agreements."

Help for obsolete industries will defeat economic growth

Any national manpower scheme tha tries to maintain full employment b giving financial assistance to obsolet industries is defeating the principle o economic growth as well as destroyin the security that labour seeks, Pierr Delagrave, Vice-President of Employe and Public Relations of Domtar Ltd said in addressing a meeting of th Financial Executives Association in Mon real recently.

Mr. Delagrave agreed that the ideal wa to do away with fear of automation wa to maintain full employment, but he sai he hoped that Canadian Governmen manpower programs would be based o getting displaced workers into productiv employment through retraining and re settling.

The time was near when the principl of unemployment insurance should b re-examined, the speaker said. He sug gested that, instead of merely trying t soften the blow of unemployment, though should be given to devising a well-balance and efficiently controlled re-establishmen plan by which unemployed workers coul be got back into the labour force quickl and permanently.

Only half of 1 per cent of the labou force is displaced by automation in an one year in the country where automatio has been carried farthest, and three job appear through expansion of the economy for every one lost through automation Mr. Delagrave pointed out.

West Indian workers coming to Canada

Seasonal workers from the West Indie will be admitted to Canada again thi summer to assist Ontario farmers in th growing, harvesting and canning of fru and vegetables.

The decision was announced by th Minister of Manpower and Immigration following a meeting of the Canada Agr cultural Manpower Committee, whic indicated that there would be a need fo about the same number of seasonal work ers as last year. The number coming fron the Caribbean during 1967 was 1,07 (L. G., June 1967, p. 382).

Most of the conditions on which th seasonal workers may be admitted wi be the same as last year. The minimum wage rate that must be paid, however will be $1.45 an hour, up from $1.30 a hour last year; and the minimum weekl average pay will be $58.

The government-organized program will apply, as did last year's, to worker in Jamaica, Barbados, Trinidad an Tobago.

Turin Centre emphasizes management development

A new emphasis on management development at the Advanced Centre for Vocational and Technical Training at Turin, Italy is planned by the Governing Body of the International Labour Organization.

ILO Director-General David A. Morse said that the centre will begin to concentrate on courses for foremen and for management at middle and higher levels. Mr. Morse is Chairman of the Board for the Centre.

As examples of the new emphasis, Mr. Morse pointed to two agreements recently negotiated by Philippe Blamont, Director of the Centre: one with Cornell University, Ithaca, New York, and the other with the International Council for Scientific Management, Geneva.

The Cornell agreement provides that the university's School of Industrial and Labour Relations will establish a project called "the Cornell-Turin International Centre Program." Cornell will advise the Turin Centre in the development of educational programs for managers, government officials, trade union officials and other leadership groups.

It will recruit professors from the United States to offer courses at the Centre, and it will help the Centre place fellows for short-term training with United States companies and other institutions.

The agreement with the International Council for Scientific Management provides that the Centre will give courses in accounting, exporting and finance — primarily for managers in developing countries. The International Council will help publicize the Centre and will identify and recruit qualified fellows for management training. Expenses connected with the fellowships would be borne by employers of the persons studying at the Centre.

"The combined effect of these agreements will be to enable the Centre to recruit highly qualified professors and to receive an increased number of fellows with financed fellowships," Mr. Morse said. "The Centre Board has agreed that the average annual number of fellows should be increased from 500 to 1,500, thus making better use of this unique international facility."

New York City labourers receive $8,000 minimum

About 10,000 striking New York City sanitation men returned to work in February after a nine-day strike that left some 100,000 tons of garbage on the streets of the city. An arbitration decision awarded the men a wage increase of $425 a year with $400 of the increase retroactive to July 1, 1967. The decision also ruled that a 2.5-per-cent pension contribution by the city, valued at $200 annually, should become effective on June 1, 1968. The contract, dating from July 1, 1967, will run until September 30, 1968.

The starting pay rate has been $6,424 a year, rising to $7,956 after three years. The new rates will be $6,849 and $8,381, respectively.

Mayor John Lindsay was said not to have favoured any increase above $400 a year, and he had staunchly resisted granting the garbage collectors the $425 annual pay raise that had been suggested by a panel headed by Governor Nelson Rockefeller.

In January a three-year settlement between 6,000 other civic employees and the City brought wage increases and fringe benefits that raised total remuneration to a minimum of $8,000 a year for labourers. In addition to the wage hike, the earlier settlement included retroactive pay to July 1, 1966, three additional paid holidays, premium pay for Saturdays and Sundays and night differential premium pay.

Minimum wage raised in U.S.

The U.S. minimum wage has been raised to $1.60 an hour for most covered workers — from $1.40 an hour to $1.60 for the federal minimum, and from $1.50 to $1.60 for the state minimum.

Under the federal Fair Labor Standards Act, workers covered by the $1.60 minimum include those engaged in large enterprises. They will also receive pay for time and a half after 40 hours a week.

Employees working at service trades in large hotels, hospitals and dry cleaning establishments will have their pay raised from $1 an hour to $1.15 at the outset, and then increased by 15 cents every year until the $1.60 an hour wage is reached on Feb. 1, 1971.

Woman to represent Canada in Poland

Twenty years of foreign service for Canada have preceded the recent appointment of Miss Pamella McDougall as Ambassador to Poland. The second woman in foreign service to achieve ambassadorial rank, Miss McDougall reported for duty in Warsaw in February. Ambassador Margaret Meagher, serving in Kenya, was Canada's first woman ambassador.

Since joining the Department of External Affairs in a clerical capacity in 1949, Miss McDougall has represented Canada in many countries around the world. She was posted to Germany for 3½ years and then to Vietnam as political adviser to the Canadian Commissioner on the International Control Commission, after which she became a first secretary to the High Commissioner, Chester Ronning, at Delhi, India, for four years.

Born in Ottawa, Miss McDougall was graduated from Mount Allison University, N.B., with a B.Sc. degree. She did graduate work at the University of Toronto and spent a year at the Sorbonne on a bursary awarded by the Government of France.

U.S. mediator favours strike right for PS

Public employee unions should be allowed to strike, except when public health and safety are endangered, according to a recommendation by Theodore W. Kheel, a labour mediator, in a report submitted to the Speaker of the New York State Assembly. Mr. Kheel had been asked to give his views on the State's Taylor Law, which prohibits strikes by all public employees, but which has been criticized for its failure to prevent recent strikes by teachers and sanitation workers.

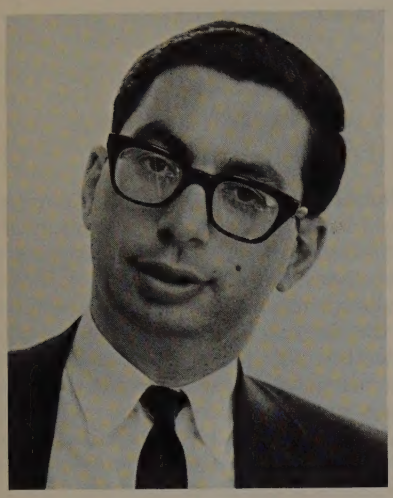
Mr. Kheel said that he would allow some public employees, such as Parks Department workers, to strike if a strike did not seriously injure the community. But he would not allow policemen, firemen or sanitation workers to strike.

He suggested a plan to prevent strikes by public employees and to encourage collective bargaining as much as possible. The plan proposed would prohibit direct collective bargaining with the State Legislature in cases where the Legislature had not delegated its authority to set the terms and conditions of employment. It would, however, allow collective bargaining in cases where the Legislature had delegated such authority.

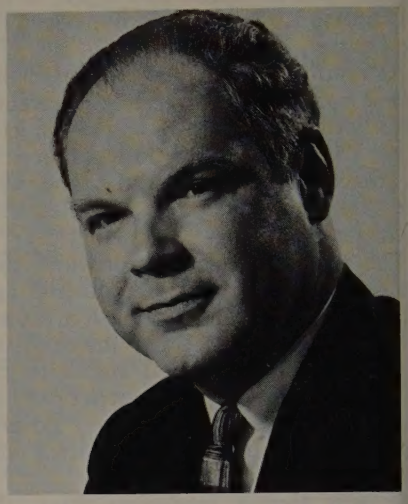
The plan would provide for flexible procedures to settle disputes when it was judged that a strike would jeopardize public health or safety; and would rely finally on an injunction similar to the procedures for dealing with emergency disputes under the Taft-Hartley Act, to give time for finding alternative means of settlement, while at the same time protecting the public against a harmful strike. If these procedures proved unavailing, the dispute would be referred to the Legislature, which would have to find means of settling it, possibly by submitting the issues to arbitration within specified bounds.

"I suggest . . . that there is no workable substitute for collective bargaining, even in government; and that in improving the practice of bargaining lies our best chance to prevent strikes against the public interest," Mr. Kheel said.

OFL Education Conference



Prof. H. W. Arthurs



Warrander Studio photo

Arthur J. R. Smith

Prices, Profits and Inflation

THE growth of productivity in Canada has been slowing down since 1964 and has been advancing less rapidly than in the United States, according to Arthur J. R. Smith, Chairman of the Economic Council of Canada. Mr. Smith made the statement in a talk prepared for a panel discussion on, "Prices, Profits and Inflation," that took place at the annual educational conference of the Ontario Federation of Labour, held in Niagara Falls on February 11.

A second guest, Prof. H. W. Arthurs of Osgoode Hall Law School, addressed the conference on the aspects of labour law that are under attack by organized labour in Ontario.

Mr. Smith stated that the decline in the growth of productivity in Canada was a serious matter, because it intensified the danger of unreasonable increases in prices and costs, and because, if it continued for long, it threatened to undermine Canada's international competitive advantages.

Referring to the question of wage parity between Canada and the United States, and to what the Economic Council of Canada had said about it in its Third Annual Review (L. G., Feb. 1967, p. 91), the speaker pointed out that the slowing down in the growth of productivity in manufacturing in Canada compared with the United States meant that "we are not moving toward a situation in which the gap in average real wages is closing. We are tending to move further away."

For this reason, it was of the greatest importance that every effort should be made to promote a more rapid rise in output for each worker and for each man-hour of work if we were to move in the direction of providing "a solid basis for a growing number of situations in which virtual parity in real wages with the United States can be effectively achieved."

Reviewing the economic trend in Canada during recent years, Mr. Smith said that the six years beginning in 1961 had been a period of expansion of extraordinary dimensions . . . A Great Expansion." Two factors had contributed to the size and duration of this expansion: 1. When it began, there was a substantial amount of slack in the Canadian economy; early in 1961, actual output was as much as 10 per cent below possible output. 2. Since 1961, there had been "an unusually favourable international setting of expansion in world output, income and international trade." In particular, the United States, like Canada, had experienced a great expansion since early 1961, though with a somewhat smaller rate of general advance in economic activity.

This latter point had been of crucial importance to Canada because the economic relationship between the two countries was so close that "generally high standards of performance

simply cannot prevail in Canada unless a roughly comparable performance is being achieved in the United States."

But, although all the main regions and parts of the economy had shared in the advance, there had not been any general narrowing of the disparities in income and productivity in some parts of Canada compared with others. "The problems of both urban and rural poverty are still very much with us."

Although he made it clear that he was not forecasting a recession, Mr. Smith said that there was "no longer any doubt that the general pattern of price, cost and productivity changes over the past year or two have begun to impinge generally on profit margins, and have also traced out a pattern of higher advances in costs per unit of output in Canada than in the United States. This appears to be particularly the case in manufacturing . . ."

The speaker commented on two lessons that had been learned from this period of expansion. They concerned theories that had been put forward prominently at the beginning of this decade, but that had been discredited by later experience.

One of these theories was that the unemployment that had been built up six years ago could be attributed to "structural factors — regional imbalances, industrial imbalances, demand shifts, educational deficiencies and other factors that made very large numbers of workers virtually unemployable" unless "a far-reaching set of structural economic policies" were put into effect. It could now be seen that the main cause of this mass unemployment was a general deficiency of total demand, and much of this unemployment had melted away as an increased demand promoted rising production that, in turn, generated large numbers of new job opportunities.

"This does not mean that we do not need effective manpower and other policies designed to facilitate manpower and other adjustments to structural changes. We most certainly do. But we need to keep clearly in focus the central relationships between high demand and high employment," Mr. Smith pointed out.

A second theory that had been upset was that technological change and automation led to mass unemployment. The last six years had been a time of especially rapid technological change, and although such changes caused severe hardship in individual cases that clearly showed the need for better methods of adjustment and better ways of protecting individuals from such hardship, "one of the most important lessons we have learned over the past six years is that automation and accelerated technological change do not automatically produce increases in the general level of unemployment."

The speaker declined to say whether the "Great Expansion" was running out of steam, or was adjusting itself to a more moderate pace, or whether we were entering a business recession, or were on the threshold of another advance. He merely reiterated that expansion was at present moving at a slower pace than it had been.

Going on to deal with "cost-price-profit relationships," Mr. Smith said that from early in 1961 to 1965 prices and costs in Canada had advanced less than in other industrially advanced countries, with the exception of the United States. In 1965, however, price increases had become more rapid, "with growing symptoms of inflationary pressures which became the source of increasing public concern."

It was typical of the postwar period, the speaker said, that most general indexes of prices had tended to lag behind fluctuations in the general level of business activity. Such indexes tended to remain fairly stable in the earlier stages of an expansion in demand, and "the biggest increases in unit labour costs tend to occur in the late stage of a cyclical expansion and in the early stages of a recession." This increase in labour costs usually put pressure on profit margins in the later stages of business expansion, increases in prices and costs commonly coinciding with a period of declining profits. During the past two years, manufacturing labour costs had risen and profits had declined, reversing the situation in the earlier part of the 1960s, when unit profits were rising and unit labour costs were stationary or declining.

Productivity tended to increase most rapidly in the early stages of a cyclical economic expansion as rising demand brought about fuller and more efficient use of productive resources, and "a high underlying trend of productivity growth appears to be an important factor restraining price increases." Consequently, the slower growth of productivity in the Canadian economy during the past two years was "a matter of some concern in relation to the goal of maintaining price stability," Mr. Smith said.

His references to wage parity between Canada and the United States in general followed the lines of the discussion of the question in the Third Economic Review of the Economic Council of Canada.

On the subject of the possible effect of union pressure for higher wages as a "cost-push factor in price increases," the speaker cast doubt upon the extent to which unions had the power to push up wages beyond what supply and demand in the labour market would allow.

He noted that, first, "a very large part of the determination of wages and working conditions in Canada takes place outside the framework of collective bargaining," because only about 30 per cent of the labour force is unionized. Secondly, "the average number of employees per negotiation under collective bargaining has been tending to decline rather than to increase. In other words, we have not been moving in the direction of larger and larger negotiations. Moreover, the average length of contract emerging from such negotiations has been tending to rise over the postwar period."

Thirdly, Mr. Smith said, an examination of average hourly earnings during the 15 years from 1949 to 1964 showed that percentage increases in earnings were substantially higher in some industries than in others; and the larger increases did not, in general, seem to be consistently connected with the degree of unionization. But he admitted that there was "some evidence to suggest that in the case of industries with relatively low organization in the earlier stages of this period, and in which there were relatively rapid advances toward a higher degree of union organization, generally larger gains in average hourly earnings were achieved." Nevertheless, it was not altogether clear how much unionization has to do with this, because there were other factors that might have had an important bearing on the large increases.

The speaker also pointed out that changes in base wage rates were markedly dependent on the business climate, increasing most when the economy was buoyant, and increasing least during recessions. "In other words, whatever may be the independent effect of unions on wages, it is clear that the average size of wage increases is very much affected by the general state of business conditions."

Touching on another subject, Mr. Smith said that Canada, like every other industrially advanced nation, had found that "there are inherent and very difficult problems involved in reconciling the goals of sustained high employment and sustained reasonable price stability." This was, in fact, the fundamental problem that the Economic Council had tried to face in its Third Annual Review.

But the Council had found no panacea, and the speaker had nothing to add to what the Council had said on the subject in its review, which recommended, among other things, rejection of an "incomes policy" as unsuitable to Canadian conditions; use of the "big levers" of monetary and fiscal policy; and policies to improve productivity and strengthen competition, to facilitate adjustment to technological and other changes, and to increase manpower training and mobility.

Law, Labour and Liberty

"THERE is neither easy compatibility nor automatic clash between law, labour and liberty," Prof. H. W. Arthurs of Osgood Hall Law School told the Educational Conference in an address on the subject of "Law, Labour and Liberty." There are no "slick answers . . . to the solution of the terribly complicated problems that confront labour relations law today," he continued. "Rather, we must look carefully at the facts at our disposal to see what the problems are, and work out carefully defined solutions that are appropriate to those problems."

Opening his address with a brief general review of the subject before going on to deal with it in detail, Prof. Arthurs said that labour spokesmen today saw the law as a force that was working against unions, destroying their bargaining power, stopping strikes by imposing compulsory arbitration, and preventing picketing by the use of the labour injunction. But, "looked at in historical perspective, there is persuasive evidence that, on balance, the law has contributed far more to unions than it has taken away from them," he said. He cited the tremendous growth in the membership, strength and stature of unions that had taken place since the enactment of our first collective bargaining legislation in 1943 as evidence of this.

The law had helped unions by protecting them from the unfair labour practices by which management had sought to interfere with and coerce them, by obliging management to recognize unions and to bargain with them, and by enforcing the provision of grievance machinery that had given the industrial worker security of employment and reasonable procedural safeguards.

But, although the law had "smiled so favourably upon unionism," the labour movement was convinced that exactly the opposite was the case, and that the law was "a threat to its very existence." The explanation of this paradox lay in lack of knowledge about collective bargaining, industrial conflict, and the impact of the law as it was applied, Prof. Arthurs contended.

There was a clash of interests between different groups in society — between buyers and sellers, between rich and poor, between young and old; and the law often reflected a compromise between competing claims.

In labour relations, "first, and probably most important, is society's interest in maintaining relatively equal power on both sides of the labour-management equation, so that the job of establishing fair terms of employment could be entrusted to a system of private bargaining rather than public regulation." In order to bring this about, the law had to hobble the power of management when faced by individual employees, "weak and powerless as they were," by putting the union in their place to represent their combined strength. This meant interfering with management's "freedom of action," in order to allow unions to be formed.

"However, in outlawing unfair labour practices by employers, we have established the principle that there is no inalienable right to use economic power in all circumstances for private advantage. This, of course, is a familiar principle in many areas of economic activity . . ." in such matters as the protection of consumers, prices review boards, regulation of insurance rates, and other curbs on business activity.

"But one cannot demand legislation of this sort without, at the same time, conceding that society may limit labour's righ to use its economic power in a way which the general com munity finds unacceptable. We cannot logically countenanc unrestricted economic power in the hands of unions, any mor than we can countenance such power in the hands of busines interests."

In concluding his review of the position in which union were placed today, Prof. Arthurs said, "Labour has been th beneficiary of many liberty concepts to which society as whole is devoted. At the same time, labour is not immun from principles and precedents that have been developed t protect these liberties, where labour itself is a transgresso Labour has been successful in having many sympathetic law put on the books because it was able to persuade a majorit of the community that its interest coincided with that of labou

"A continuing challenge for labour is therefore to convinc the rest of us that the labour relations laws you are seeking ar just and fair and consistent with the general welfare. It is b these standards that the present law, and proposals for it reform, must now be measured."

The speaker went on to examine three main questions: Ca picketing be fairly regulated? Is it possible to learn to live wit compulsory arbitration? What tactics are legitimate an effective in labour's campaign for law reform?

Three distinct issues were involved in the question of labou injunctions, Prof. Arthurs said. The first was whether th present rules by which the manner and occasions of picketin were regulated were fair and reasonable as a means of maintain ing a balance of power between labour and management. Th answer to this question lay not in theory, but in the facts of life

"Can labour actually demonstrate a sizeable number o cases in which a strike was broken or its outcome seriously changed by an injunction? Where a strike was broken, if th injunction was designed to prevent violence, then to protest th granting of the injunction, one must say that violence is permissible means of winning a labour dispute. I have alread indicated that, in my view, this tactic is indefensible."

There might, however, be cases in which labour could sho that a strike had been broken because an injunction had re stricted peaceful appeals to consumers or strikebreaker Although an injunction against this kind of appeal might b attacked as an unwarranted interference with free speech, th matter was not quite as simple as this. First of all, if the peace ful picketing was used to support some serious act of ille gality, such as an illegal strike, then the argument abou freedom of speech was flimsy. If the end was illegal, probabl the means used to bring it about should also be considere illegal.

A second kind of case might be one in which the union were restricted to token picketing in support of a lawful strik Here, if the public would do business, and workers would wor for a struck firm, it showed a weakness in the union's position in that it must have failed to win the support of the public o of other workers.

In such a case, the use of an injunction did not necessaril distort economic realities. "Wage demands are won by eco nomic power; where the power does not exist, can the law b faulted for denying labour the right to create an artifici substitute?" the speaker asked.

Certain injunctions forbad picketing altogether. "For example, the law forbids recognition picketing or secondary picketing, and thus to an extent blunts the full impact of employee support or public sympathy in the situation. In such cases, the law deserves careful scrutiny to determine whether or not some other overwhelming public interest justifies this interference with the free play of power forces."

In some cases, Prof. Arthurs admitted, the courts, owing to lack of knowledge or understanding of the situation, might make a wrong decision. This led to his next question: Is the present administration of the law of picketing fair, efficient, and informed?

"Whatever else one may say about the labour injunction, it is clear that the doctrines administered by the courts are often vague and confusing, and that their procedures are inefficient and sometimes unfair. Without necessarily changing the end result of the law, without necessarily altering the balance of power, much can be done to improve the administration of justice. Such reforms would undoubtedly attract a good deal of support on all sides," the speaker said.

He remarked that "the *ex parte* injunction, given without notice to the defendant . . . appears to have almost disappeared over the past year — and properly so."

Coming to a third criticism of the labour injunction, "as we now know it," Prof. Arthurs said, "In my view the issues involved in creating and administering laws to regulate picketing touch upon so many controversial political and social issues, cut so close to the liberties of labour, management and the general public, that effective interest balancing cannot be attempted within the confines of the courtroom or the private lawsuit."

Judges have no way of seeing the whole situation and "no way of proclaiming a carefully drawn code of behaviour; basically they are deciding a dispute between the two parties to the lawsuit, and must do so in the traditional broad vocabulary of the common law, rather than the precise language of legislation . . . In short, thoughtful and disinterested observers have been critical of the way in which the law of picketing has developed, not because it is bad labour relations policy . . . but because it is bad judging . . ."

One solution that would help to restore the "damaged prestige" of judges, Prof. Arthurs said, would be "a code of picketing, passed by the legislature, a yardstick with which to measure the propriety of picketing. Legislation has certain advantages . . . To be sure, a new code of picketing might possibly represent a victory for labour or management pressure groups; if so, it would reflect their political power in the community. More likely, however, such a code would represent a reasoned compromise between competing claims, and would be designed to ensure reasonable equity and a balance of power in the public interest."

If the courts were prepared to adopt "more appropriate rules of procedure," there was no inherent reason why the administration of such a code should not remain with them; but otherwise, there was ample precedent for "giving to the Labour Relations Board effective remedial powers to police a code of picketing."

Summarizing his discussion of the question of injunctions in labour disputes, the speaker said that labour's best hope of reform lay with the legislature, but that the greatest reforms were likely to be in the sphere of procedure, unless labour was able to provide "clear and compelling factual proof . . . that its economic power — as opposed to its physical power — is being diluted by the injunction."

The problem of compulsory arbitration raised three questions: Whether? When? and How? Prof. Arthurs said. But he had no hesitation in deciding that compulsory arbitration was something justified. "As to whether the right to strike may sometimes be less important than other social values, my answer is unequivocally 'yes'," he said. But it was much more difficult to say 'when' it was justified.

"Real and present danger to life or health, or to the critical economic interests of a larger number of non-participants in the dispute, will almost certainly produce irresistible pressures for legislation outlawing strikes. Of course, I do not minimize the difficulty of deciding, in each particular case, whether such a danger does exist; but labour is out of touch with public opinion if it believes that compulsory arbitration can always be avoided, or that the right to strike carries the same aura of sanctity as motherhood.

"We should try to maximize the number of negotiated settlements, and minimize the number of arbitrations. Improved negotiation procedures should be tried. 'Choice of procedures' legislation may also be an effective way of avoiding both strikes and arbitration . . . However, we will sometimes have compulsory arbitration; recent experience in hospitals, railways and public utilities makes this a safe prediction. Instead of adopting an ostrich-like posture toward arbitration, I would therefore urge you to face up to the difficult problems of 'how' it will work."

The speaker insisted that "if we are to have compulsory arbitration, it must be conducted in a way that does maximum justice to those whose freedom of economic action is sacrificed. In exchange for their sacrifice, the community surely owes those involved in a dispute the assurance of a fair and informed adjudication. Yet how can compulsory arbitration be expected to produce fair results for those involved, when it is so often imposed by hastily considered crisis legislation? Surely it would be much preferable to establish permanent arbitration machinery, manned by a reserve cadre of trained arbitrators, with a supporting echelon of economists and other experts . . ."

In its campaign for changes in the law, labour must aim to gain the sympathy and support of the community as a whole, Prof. Arthurs pointed out. Such slogans as, "What labour wants, labour gets," "Judges are strikebearers," or "Arbitration is dictatorship," were not likely to impress the more informed members of the public whom it was important to impress.

He cited labour's campaign for human rights legislation as an example of how a campaign to secure legislation should be conducted. "Surely wide sympathy might well be enlisted for reforms that ask no more for labour than we feel everyone is entitled to: reasonable opportunities for appeals to the public during a labour dispute; and a fair hearing when the bounds of such appeals are said to be exceeded.

I must point out, however, that these reforms fall short of some of the more extreme changes which you are now seeking."

In the campaign for human rights legislation, use had been made of test cases to find out what were the limits of the law, and to show up its weaknesses. But the present campaign for changes in the law affecting labour had been strangely deficient in this regard. "Seldom is labour prepared to undergo the expense of litigation, or to authorize those capable counsel who serve it to continually probe and challenge . . . Labour must learn to use the law to fight the law."

In the human rights campaign, labour made effective use of the "techniques of social action," the speaker said. Although "the use of conferences, rallies, speeches and deputations, is a slow and sometimes exasperating process, it is the way in which support is created amongst the uncommitted. As an outside observer, I found the bravely defiant demonstrations in Oshawa and Peterborough ineptly planned and poorly executed. In both of those cases, the injunction issue was confused with the merits of the strike itself. In both of those cases, the union movement was put in the position of openly

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Progress Report:

The Task Force on Labour Relations

The Task Force on Labour Relations has published a progress report describing the methods it is using to accomplish its work, and giving a brief outline of its views on some of the main issues it is facing. The report, which was published at the end of February, states that the Task Force is not yet in a position to offer either "analytical conclusions or recommendations."

The setting up of the Task Force, and the appointment of Dean H. D. Woods as its head, were announced in Parliament by Prime Minister Pearson at the beginning of September, 1966, immediately after the House had passed legislation to settle the strike of non-operating railway employees (L. G. 1966, p. 631, and March 1967, p. 169).

"The members feel the research program to be central to the activities of the Task Force," the report said. "Some 87 individual studies are being or will be undertaken by federal Government departments, the Task Force office and independent scholars across the country. . . . Preliminary reports on most of the projects are due now, and final reports are due early in 1968."

The ground covered by the research program includes: environmental studies; studies of labour, management and government; studies of the collective bargaining process; studies of results and their impact; and special studies. The special studies have been designed "to examine the experience of labour-management relationships in selected industries and jurisdictions."

Private Meetings

While this research work has been going forward, members of the Task Force have been holding a series of private meetings with labour, management and government bodies. These meetings were held with such organizations as the Canadian Labour Congress, the Canadian Manufacturers' Association, the Confederation of National Trade Unions, the Canadian Construction Association, the Canadian Railway Labour Executives' Association, and the Railway Association of Canada; and with the federal, Ontario and Quebec Departments of Labour, the federal and provincial Deputy Ministers of Labour, and the Canada Labour Relations Board.

"These meetings provide the parties of interest with an opportunity to air their views on the industrial relations problems facing the country," the report said. The members of the Force spent a week in Washington and three weeks in Europe to obtain insight into experience elsewhere, and to discover the relevance of this experience for Canada. These visits supplement an extensive review the Task Force is conducting of the literature on industrial relations systems in other countries."

The Task Force, by advertisements in the press and by direct requests, invited interested parties and members of the public to submit briefs. Direct invitations were sent to more than 500 unions, employers associations and professional societies.

In a section on "The nature of the Major Issues as seen by the Task Force," the report discusses, under these headings, the questions being faced: industrial relations and conflicting economic and social goals; rights and responsibilities of the parties of interest within the framework of the law; the locus of decision-making in industrial relations; essential industry disputes; industrial relations and industrial conversion; and the roles of government in industrial relations.

Conflicting Goals

Discussing the question of conflicting economic and social goals in connection with industrial relations, the report refers to the statement made about national aims in the first annual review of the Economic Council of Canada (L. G. 1965, p. 217). Of these national objectives, the Task Force said, two of the most important were full employment and reasonable price stability. "Yet," the report went on, "there is a wide measure of agreement among economists that completely full employment and absolute price stability are not compatible in an economy in which there is a host of private and public institutional forces, as well as market forces, operating to determine wages and prices.

"If this is the case, the government may be compelled to determine as a matter of policy what is to be the acceptable combination of unemployment and price changes. It is the concern of the Task Force, in its reference from the Prime Minister, to assess the inter-relation of the industrial relations system and the implementation of government policy respecting employment and price stability."

Regarding disputes in essential industries, the report remarked that a large part of the federal jurisdiction in labour relations concerned industries that provide services to the public, such as transportation and communications. "These industries supply services to a large clientele," it continued, "to many of whom the availability of the services at the advertised or normal times is vital; to an important extent, these personal or industrial customers cannot postpone the use of the service without great inconvenience or economic loss. Partly as a result of economic influence, or because of public policy, such services are sometimes supplied in circumstances of limited competition.

"Thus the logic which supports a policy of non-intervention by public agencies in the separate and joint decision-making of employer and union authorities is not defensible, at least on the usual grounds. This is a fundamental point with tremendous implications for public policy and administration in labour relations. It means that there are dispute situations in which reliance on the private decision-making of the parties, with or without the assistance of public conciliation services, may produce results of such a disruptive character as to be beyond the limits of public tolerance.

"It means that the private interests of labour and employers in the shadow of the coercive power of a work stoppage, or in its reality, may not be relied upon to guarantee the public interest. It creates the dilemma of identification and the problem of remedies."

The report went on to describe briefly the legislation that had been passed by federal and provincial governments to deal with situations of this kind, begin-

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Stability in the Shipping Industry

The Board of Trustees of the Maritime Transportation Unions terminated at the end of 1967. Its final report expresses confidence in the stability of labour-management relations in the industry.

Constitutional democracy has been restored to the Seafarers' International Union of Canada, the Board of Trustees of the Maritime Transportation Unions say in their annual report for 1967.

The Board believes that a generally improved climate of co-operation exists both between the various maritime unions and between management and labour. Although not all problems facing the industry have been solved, those still outstanding can be effectively resolved only by the parties themselves, the report says.

The trusteeship of the country's maritime transportation unions expired on December 31, 1967. The three-man, government-imposed trusteeship consisted of Judge René Lippé, Charles H. Millard and Joseph MacKenzie (L. G. 1963, p. 1090).

Under the original terms of the trusteeship, which was recommended by Mr. Justice T. G. Norris in his report on the inquiry commission to investigate the disruption of shipping on the Great Lakes and St. Lawrence River, the trusteeship was to expire in 1966. The Maritime Transportation Unions Trustees Act (L. G., March 1967, p. 165) was amended, however, to extend the term of the Trustees until the end of 1967.

In their final report, the Trustees describe the four major problem areas with which they were occupied. These were:

- compliance of the maritime industry to the provisions of the Canada Labour (Standards) Code;
- 1967 negotiations between the Canadian Lake Carriers' Association which bargained for 27 shipping companies, and the SIU of Canada;
- continued transfer of responsibility for internal union administration and finances to the union officers; and
- establishment of permanent labour-management co-operation machinery.

Labour Code

The union and company parties in the shipping industry were not able to resolve the problem of accommodation to the provisions of the Canada Labour (Standards) Code among themselves. The Board foresaw that this would be the most difficult issue confronting them.

Agreement concerning the method of accommodation to the Code was reached after consultation with the Trustees. The formula of accommodation had to satisfy the requirements of the law contained in the Code and, at the same time, not impose an unreasonable cost factor upon the companies.

A four-point plan was reached and was included in the SIU contract negotiated in 1967. It provided for: 1. paid leave credit; 2. leave credit to be taken ashore, thus reducing job turnover caused by seamen jumping ship; 3. calculation of leave credit on the basis of each hour worked, in such a way as to permit the number of hours worked, to a maximum of 56, to average the Code maximum of 48 hours; and 4. a 60-day qualification period with one employer for the seamen, before leave credit is applied retroactively to them for the number of hours worked.

The report notes that this system of application of leave credit will, in all probability, be reflected in the other maritime agreements as they come up for renewal.

The features of the system encourage greater stability of the work force by discouraging drifters and ship-jumpers, who are, in part, responsible for the high turnover rate of seamen. In addition, the system will normalize the life of the individual seaman, the report says.

SIU Negotiations

The main problem in the 1967 negotiations between the SIU and the shipping companies was the lack of communication between labour and management. The subsequent settlement between the union and the companies failed to resolve many of the complex and long-outstanding issues confronting the parties and the industry. In the report, the Trustees emphasize that "such issues can be effectively discussed and resolved only outside contract negotiations, where there is a better chance that reason and objectivity will prevail."

The report comments on four basic issues "that have never been adequately dealt with by the industry:"

- manning;
- hiring halls;
- education and training; and
- the union's demand for a 40-hour week.

On these issues, union and management parties maintained views of which they had not seriously considered the implications and problems. The one issue upon

which the two groups were able to agree concerned the hours-of-work provisions of the Code.

The Trustees express their satisfaction with the provisions that were negotiated in the 1967 contract. They credit the successful agreement to the "new atmosphere of co-operation" and the recent efforts of the Canadian Lake Carriers' Association to co-ordinate and centralize their labour relations machinery.

Administration

The only form of control retained by the Trustees over union finances was a monthly review of the financial statements prepared by the Trustees' financial advisors.

The Board advised the SIU on its 1967 revenue estimates, and warned it of the considerable drop-off in revenue resulting from a reduction in the number of irregular workers in the industry. The Board advised the union to curtail or discontinue certain services to its membership in an effort to exercise tight control over union finances.

One of the Board's roles was that of advising and persuading the SIU, through the development and implementation of detailed guidelines, to improve its own financial administration.

The Board acted also as a co-ordinator and conciliator. The report notes that, "The Trustees occasionally found themselves in the awkward and delicate position of advisor to the union and mediator between the union and shipping companies, striving to achieve an equitable and practical solution to the particular dispute in question."

Co-operative Machinery

The Board devoted considerable time to encouraging the parties to act on their own initiative, and to establish among themselves labour-management and inter-union machinery. The Trustees emphasize in their report the need for such machinery "as a basic prerequisite to any form of lasting industrial peace in the industry."

The report stresses the need for inter-union communication and continuous dialogue concerning problems confronting them. Re-affiliation of the SIU with the Canadian Labour Congress, which will be discussed at the upcoming CLC biennial convention in Toronto, is necessary for this, the report says.

The report notes evidence of a more mature and better disciplined approach to internal problems within individual unions, and in their relationship with one another, despite some recent resurgence of inter-union rivalry, and the present financial difficulties facing the SIU. The Trustees state that the undemocratic union practices of the past no longer prevail, and that there is an improved climate of co-operation among union and management groups that will continue long after the removal of the union trusteeship.

50 Years Ago

Continued from page 258

intended to mean. Perhaps the date of May 1 was a slip, April 1 being intended.

One blacksmith was to get $3.65 a day, whereas another blacksmith was to be paid $3.24 a day, which was the same as the pay of another employee who was shown as a blacksmith helper.

The board said that it recommended the rate of wages set down opposite each employee's name "as being the rate which the board thinks ought to be accepted by both parties to this dispute."

This journal reported that the Amalgamated Mine Workers of Nova Scotia had decided by a vote of nearly 98 per cent of its members to affiliate with the United Mine Workers. During March 1917, two applications for the appointment of conciliation boards were received by the Department of Labour from employees of the Glace Bay Colliery of the Dominion Coal Company, one being from employees who where members of the Provincial Workmen's Association, and the other from employees who belonged to the United Mine Workers of Nova Scotia, "the two organizations which have divided the field in that district for some time."

The Minister of Labour decided to recommend the appointment of a Royal Commission to inquire into the causes of unrest in the coal mining districts of Nova Scotia and into relations between the Dominion Coal Company and its employees. The Commission found that much of the unrest was due to the presence of the two rival labour organizations; and the outcome was that, on June 15, the two bodies were amalgamated under the name of the Amalgamated Mine Workers of Nova Scotia. The new body later became affiliated with the United Mine Workers of America.

The GAZETTE remarked that the UMW had at that time a strength of half a million members, and that the entry of the Nova Scotia organization meant the acquisition of more than a thousand new members. This journal added that it was expected that the miners of Inverness and Pictou counties, numbering about 4,000, would also affiliate with the United Mine Workers.

Manpower and Immigration announces personnel changes

J. C. Morrison, Director of the Home Branch of the Immigration Division, Department of Manpower and Immigration, has been appointed to his Department's newly created position of Director-General of Operations.

The new appointment, effective in April, is part of a general reorganization amalgamating the two separate administrative units of manpower and immigration into a single body governed by the Director-General of Operations. The duties of the former 10 branch directors are now being carried out by five regional directors.

Mr. Morrison is responsible for co-ordinating and reporting to the Deputy Minister (Field Operations) under the five regional directors.

J. P. Francis, Director of the Planning and Evaluation Branch, Department of Manpower and Immigration, and formerly Director of the Economics and Research Branch of the Department of Labour, has been appointed to the post of Assistant Deputy Minister (Manpower). He has replaced G. G. Duclos, who has taken a position with the Public Service Commission.

Task Force

Continued from page 268

ning with the federal Industrial Disputes Investigation Act of 1907, which was designed to reduce the possibility of industrial conflict in public utilities and mines. "The examination of industrial relations systems in areas where disputes prejudice the public interest is of dominant concern to the Task Force," the report added.

Looking at the problem of technological change and its bearing on industrial relations, the Task Force made this comment: "The problem for industrial relations policy is one of balancing public and private responsibility and of balancing the distribution of private responsibility between workers and employers. . . . The Task Force is investigating this complex issue with the object of recommending a workable public policy that will preserve the public interest in the advantages deriving from change, and will at the same time protect the legitimate interests of the private parties."

Besides Dean Woods, the Chairman, the members of the Task Force are: Dean A. W. R. Carrothers, Faculty of Law, University of Western Ontario; Abbé Gérard Dion, Faculty of Social Sciences, Laval University; and Prof. J. H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto.

Price Indexes

Consumer, February 1968

The consumer price index (1949=100) increased by 0.1 per cent to 152.7 at the beginning of February from 152.6 at the beginning of January. It was 4.5 per cent higher than the February 1967 level of 146.1.

The food index declined 0.4 per cent to 149.8 from 150.4, but was 4.0 per cent above the level of February 1967. Price decreases were recorded for most beef and pork products and for chicken.

Bread prices declined by 1.6 per cent, and milk, butter and sugar prices were unchanged. With the exception of lettuce and celery prices, which declined substantially, higher prices were registered for most other produce items, particularly onions, carrots, cabbages and tomatoes.

The housing index increased by 0.5 per cent to 155.4 from 154.7. Home ownership costs rose by 0.8 per cent as a result of higher property taxes and dwelling insurance rates. Rents increased in most cities, with the largest increases occurring in Calgary, Edmonton and Vancouver. Fuel oil prices rose in a number of cities but other household operation items, especially furniture and floor coverings, were lower in price owing to the mid-winter sales.

The clothing index increased by 0.4 per cent to 134.0 from 133.4; higher price levels were recorded for women's wear, footwear and piece goods.

The transportation index declined by 0.5 per cent to 159.2 from 160.0 while the health and personal care index rose by 0.4 per cent to 194.3 from 193.6.

The recreation and reading index advanced by 0.9 per cent to 171.8 from 170.2.

The tobacco and alcohol index rose 0.1 per cent to 136.4 from 136.3.

Group indexes a year ago in February were: food 146.1; housing (shelter and household operation) 147.7; clothing 129.1; transportation 155.0; health and personal care 185.1; recreation and reading 163.6; tobacco and alcohol 126.8.

City Consumer, Feb. 1968

Between January and February, consumer price indexes advanced slightly in seven regional cities, declined marginally in two, and remained unchanged in one. Movements ranged from a rise of 0.4 per cent in St. John's to a decrease of 0.2 per cent in Toronto.

Food indexes declined in seven cities and rose in three. The largest increase, 1.9 per cent, was in St. John's, while Toronto and Edmonton-Calgary each recorded the largest decrease of 0.7 per cent. Housing indexes moved up in all cities except Montreal, which was unchanged from the preceding month.

Clothing indexes rose slightly in eight cities and remained unchanged in Saint John and Saskatoon-Regina. Mixed movements were registered in the transportation indexes, with increases in five regional cities and decreases in five.

Health and personal care indexes advanced in five cities, decreased slightly in four, and were unchanged in one. Recreation and reading indexes rose in all cities as a result of increased prices for magazines and camera film, with the increases ranging from 1.7 per cent in St. John's and Winnipeg, to 0.7 per cent in Vancouver. There were increases in the tobacco and alcohol indexes in four cities, a slight decline in one, and no changes in the remaining five.

Regional consumer price index point changes between January and February were: St. John's +0.5 to 132.1*; Halifax +0.5 to 144.8; Ottawa +0.5 to 151.9; Edmonton-Calgary +0.4 to 143.8; Saskatoon-Regina +0.3 to 142.9; Saint John +0.2 to 147.9; Vancouver +0.1 to 147.5; Montreal unchanged at 151.1; Winnipeg −0.2 to 148.8; Toronto −0.3 to 153.8.

Wholesale, January 1968

The general wholesale index (1935-39=100) was 266.8 in January, unchanged from the December index, and 2.0 per cent above the January 1967 index of 261.5 Five of the eight major group indexes were higher, and three declined.

The wood products group index rose 0.9 per cent to 354.9 from 351.9. A rise of 0.8 per cent to 202.3 from 200.7 in the non-metallic minerals products group index reflected higher prices for sulphur, coal, sand and gravel. The iron products group index advanced 0.5 per cent to 275.2 from 273.9.

In the vegetable products group index, an increase of 0.3 per cent to 230.8 from 230.0 reflected higher prices for fresh and dried fruits, potatoes, tea, coffee and cocoa, and vegetable oils and their products. The textile products group index advanced slightly to 257.4 from 257.0.

The chemical products group index moved down 3.2 per cent to 209.9 from 216.8 on lower prices for soaps and detergents, tanning and dyeing materials and organic chemicals. In the animal products group index, there was a decline of 1.2 per cent to 288.8 from 292.4, on price decreases for livestock, fresh and cured meats, eggs and unmanufactured leather. The non-ferrous metals products group index moved down 0.5 per cent to 254.2 from 255.6.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.6 per cent to 251.1 from 252.6 in the three-week period February 2 to 23. The animal products index declined 0.4 per cent to 316.5 from 317.8, and the field products index declined 0.9 per cent to 185.7 from 187.4.

U.S. Consumer, Jan. 1968

The United States consumer price index (1957-59=100) rose by 0.3 per cent between January and December. The index in January was 118.6, higher than a year ago by 3.4 per cent.

The only major category of consumer prices to decline was clothing, which decreased 0.9 per cent.

Price increases were also recorded in housing (including hotel and motel rates, home purchase and other home-owner costs) 0.3 per cent; transportation 0.7 per cent; health and recreation 0.4 per cent; medical care 0.6 per cent; personal care 0.3 per cent; reading and recreation 0.4 per cent.

Consumer prices generally were 4.9 per cent above a year ago.

British Retail, Dec. 1967

The British index of retail prices (Jan. 16, 1962=100) was 121.2 at December 12, compared with 120.4 at November 14, and 118.3 at December 13, 1966.

The index for the food group as a whole rose by 1.5 per cent to 120.1, compared with 118.2 in November.

The index for the housing group as a whole rose by nearly one half of one per cent, to 138.2, compared with 137.6 in November, mainly as a result of a rise in the average level of rent for unfurnished accommodation.

As a result of increased charges for electricity, the index for the fuel and light group as a whole rose by less than 2 per cent to 132.4, compared with 130.0 in November.

The index for the transport and vehicles group as a whole rose by nearly one half of one per cent to 114.4, compared with 113.9 in November.

In the remaining six groups, there was little change in the general level of prices.

Women in the Labour Force, 1967

Women's Bureau

The rise in the proportion of Canadian women entering the labour force continued during 1967. Ten years earlier, one woman in four was in the work force. By the end of 1967, the female labour force participation rate had climbed to one woman in three in the population group aged 14 and over.*

There has been a substantial increase in the number of married women working. In 1962, they comprised 48 per cent of all women in the labour force. Of the 2.4 million women in the work force in 1967, 53 per cent were married.

At the end of 1967, the Canadian population in this age group was almost 14 million, an increase of 2.7 million, or about 25 per cent more than in the previous decade. During this time, men and women have maintained almost equal distribution in the population. The labour force participation rate for women rose from 25.8 per cent in 1957 to 29 per cent in 1962; and in 1967, it reached 33.8 per cent. This 8-percentage-point gain in the female participation rate compares with a more gradual downward trend in male labour force participation, which declined from 82.3 per cent in 1957 to 77.5 per cent in 1967.

Numerically, the increase of women in employment presents a more dramatic picture. The number of women workers rose from 1.4 million in 1957 to 2.3 million in 1967 — or 64 per cent in the decade! By comparison, the total number of persons employed increased approximately 23 per cent to 7.4 million in the 10-year period. Men comprised 5 million of the total number of persons employed in 1967, an increase of 17 per cent from 1957.

The regional distribution of the increase of 580,000 women in the labour force between 1962 and the end of 1967 does not reflect any noticeable change in concentration. Two thirds of the women in the labour force reside in Ontario and Quebec; in 1967, they numbered 906,000 in Ontario and 660,000 in Quebec. There was a slight decline in the proportion of women in the labour force in the Maritime and Prairie regions, which account for 8 and 16 per cent of the total in Canada, and a slight gain in British Columbia, where 10 per cent of women in the work force reside.

The average age of women in the labour force in 1967 was 35.6, only a slight change from 1962, when the average age of women workers was 35.4. One out of five women in the labour force is between 35 and 44, and those over 45 years of age constitute about 30 per cent of the female labour force.

Of the 2.4 million women in the labour force in 1967, 468,000 were in the 35-to-44 age group, 433,000 were between 20 and 24, 424,000 were in the 25-to-34 year bracket, and 422,000 were between 45 and 54. The lowest age group, 14 to 19 years, was represented by 357,000 women, or 15 per cent of the total female labour force; and those 55 and over numbered 263,000 or 11 per cent of the total.

Since 1957, there has been an increase in the labour force participation rate of women in all age groups except the youngest, 14 to 19 years. The largest increase in participation rate was among those 45 to 54 years old, from 26 per cent in 1957 to almost 40 per cent in 1967. In the 35-to-44 age bracket, 37 per cent of the women were in the labour force in 1967, compared with 25 per cent 10 years earlier.

The labour force participation rate of married women rose from 21.6 per cent in 1962 to 28.3 per cent in 1967. In other words, more than one married woman in four in the population is in the labour force. More than half of the 2.3 million women employed in 1967 were married.

About half of the 1.8 million single women in the population are in the labour force. The proportion has decreased slightly during the past five years.

About 29 per cent of widowed, separated or divorced women, numbering 761,000 in 1967, were present in the work force. This is about the same ratio as for married women.

For more than half of the Canadian workers, the work-week is between 35 and 44 hours long. A much higher proportion of women than men work fewer than 35 hours per week. But for work-weeks of 40 hours or more, the opposite is true, and men predominate.

There were few noticeable changes in the proportion of women employed in various industries. The proportion increased from 28 per cent in 1962 to 31 per cent in 1967.

The largest increase was in trade. This industry employed 407,000 women, an increase of 2.1 per cent. One working woman in three was employed in this sector in 1967.

Numerically, the greatest number of women, over one million in 1967, are employed in the industry classified as community, business and personal services which includes, among others, teachers and nurses. In this sector, employment rose by half a million between 1962 and 1967, and women maintained their proportion of 60 per cent of the total.

Between 1962 and 1967, women increased their share of occupational groupings in which they predominated. The largest increase occurred in clerical occupations. In 1967, the 704,000 women in clerical occupations represented 68 per cent of the total. The next largest number, more than half a million women, are in service and recreation occupations, of which they constituted 60 per cent of the total number of persons employed during 1967. In third place numerically are women in professional and technical occupations, in which 395,000 women represented 43 per cent of the 1967 total.

*This population group, aged 14 and over, excludes inmates of institutions, armed forces, Indians living on reserves, Yukon and Northwest Territories.

The booklet *Facts and Figures: Women in the Labour Force*, upon which this article is based, may be obtained from the Women's Bureau, Canada Department of Labour, Ottawa. Source of the data is the twelve-month annual averages, Special Tables, Dominion Bureau of Statistics, Special Surveys Division.

Saskatchewan's School-Work Program For the Under-achiever

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Much has been written about the school dropout, the under-achiever and the academically limited. And many programs have been devised to help such individuals achieve a satisfactory vocational adjustment. The most recent of these, a co-operative school-work training program, developed by the Saskatchewan Department of Education, is gaining increasing acceptance throughout the province.

The program was developed originally in September 1965 under the joint sponsorship of the Saskatchewan Association for Retarded Children and the Department of Education. It was intended for educable mentally retarded yound people, and was designed to bridge the gap between school and independent employment.

The program offers half-day work experience in actual job situations plus half-day school work, or a block-method system in which students spend several days in the classroom followed by several days on the job. The school curriculum revolves around life-oriented situations and experiences.

The program has now been expanded, and it provides a work-oriented experience to youths who, regardless of their category, are likely to leave school early, and are ill-prepared for the world of work. It has been designed so that it can be used by young people who need this type of program, whether they live in city, town or country. In addition, it will serve one student or many students at a given time.

Business and industry within the community provide actual work experiences for student trainees. The purpose is to motivate under-achieving pupils toward a new interest in school, and to facilitate a smoother transition to work.

The work experience programs are of three years duration, corresponding to the high school years. During the first year the students learn to upgrade their basic skills through a practical vocational program and through around-the-school work experience, in preparation for work-training on the job in the following two years. During these two years, the students spend the time in taking additional work-training and units of study designed to prepare them for independent living and to improve further their basic skill subjects.

Each year, three or four different work experiences are offered.

The work done by the students is exchanged for the training and supervision given by the employers. The students receive no remuneration from the employers during the training session. The employers are encouraged to offer the students employment after school hours and during weekends at regular wages. These offers are private and do not involve the school boards.

A pilot project was undertaken in January 1966 at Prince Albert, with 13 pupils from both public schools and separate schools participating. The students received their work experience during the morning and attended school during the afternoon. Students did such work as packaging and weighing meat, stocking shelves, service station work, stock receiving, messenger work, and housekeeping, supply room and dietary kitchen work in hospitals and in homes for the aged. They were assigned to a work station until the Easter recess. After the Easter vacation, students were rotated to other work stations. School guidance officers, as well as classroom teachers conferred with employers periodically, in order to correct any difficulties and to make the work experience as meaningful as possible.

By the end of June 1967, there were approximately 120 young people from 21 centres in the province involved in co-operative school-work training programs, and 33 additional schools had indicated their intention to institute a work experience program in the 1967-68 school year.

Students in work-training, teachers, supervisors and employers have all been quick to realize and acknowledge the value of the work experience. The students themselves are displaying improvements in personality, most noticeably in the gain of self-confidence and self-esteem. Exposure to employment and to opportunities to demonstrate work proficiency has resulted in an increase in the number of jobs offered by the businessmen who have been conducting the programs. Employers have also made valuable suggestions concerning the type of training the students should receive.

Support and co-operation have been forthcoming also from union organizations. Indeed, there is a pervasive belief that an effective liaison with labour through local labour councils is essential to prevent difficulties arising from misunderstandings on the job.

Exposure of their students to the world of work has provided the schools with an opportunity to further assess and develop their skills. It has pointed up the fallacy that intelligence is the only key to predicting success. Work training has helped to give each child the assurance that he has the ability to handle certain tasks, and it has reduced the emphasis upon academic success. Moreover, work training has extended to each individual the promise of eventual self-sufficiency.

A growing awareness that work-training programs are proving better suited than traditional methods to the needs of the educable retarded and slow-learning youths has prompted many school systems to expand their programs. There is reason to believe that the number of pupils absorbed into this type of program will have doubled by the end of 1968, and that approximately 1,000 Saskatchewan students will be enrolled by 1971.

Analysis of Collective Bargaining Agreements

Labour-Management Consultation Branch

"I could show you a seniority provision that is ten pages long" said Félix Quinet, Chief of the Department of Labour's Collective Bargaining Division, holding up one of the more than 8,000 bargaining agreements he collects. He was illustrating, he explained as the agreement went back in his desk, the growing complexities of collective bargaining agreements, and the complexities of his job, which is to study them.

Chances are that if you work in an organized shop, the contract governing your wages and working conditions contributes to the "complexities" of Mr. Quinet's job. He oversees four economists who analyze agreements sent in from across Canada, feed the product of their research into a coding system, and . . . ZIP . . . Did you know that severance pay is stipulated in 94 per cent of agreements in the rockets-to-the-moon industry?

If in the old days you could wrap up an agreement in ten pages or less, the multi-aspects of today's agreement are likely to take up as much space as a cookbook. The clauses may range through a gamut of subjects from wages to the availability of drinking water on construction sites.

One of the division's major studies, that of providing an analysis of bargaining agreements, was requested last year by unions, companies and agencies in the private and public sectors that represent about one million employees. The division performs such a service for people approaching a new contract.

"My division performs a useful role in Canadian economic and social life by giving out information on the kind of conditions people work under," continued Mr. Quinet. "We provide information on how problems are dealt with in bargaining."

"Let's take an example, and say automation is pending at a factory. You can see that there are potential problems . . . changes that will have to be made in the next agreement. It would be helpful to the union to know how existing provisions in other agreements intended to protect workers under such conditions of change. Likewise, the company would like to know of provisions intended to make easier the introduction of automation.

"Now, this is where my division comes in. We have been doing surveys on the impact that automation has on agreements. We have more than 8,000 agreements to work with here, and I don't know how many include provisions for change.

"The company and union I just mentioned might benefit by studying the surveys, which are based on the experiences of other unions and firms. They can write their agreement with the help, so to speak, of other companies and unions that have gone through the same thing."

Studies are divided into examination of the terms of labour-management settlements, and examination of the full contents of collective bargaining.

A statistical analysis of the terms of major settlements reached in Canadian industries (except construction, which Mr. Quinet plans to add once his staff is increased) is published monthly as a supplement to the LABOUR GAZETTE. A recent *Collective Bargaining Review* gave, for example, the wage increases negotiated in 35 major agreements that cover 67,000 workers.

Studies of the contents of agreement are not statistical only, but often includ expert commentaries on particular pro visions. An example is the recent study o automation provisions, *Response to Tech nological Change*.

Often, the negotiators who use Mr Quinet's studies are the same people wh produce them. "Collective agreement influence each other," he said. "The agree ment sent to us by a team of negotiator in Toronto will perhaps become part o our studies that are used by negotiator in Montreal. At the same time, th Toronto negotiators may find certain ele ments in our other studies that they wi introduce in their agreements."

Mr. Quinet, who also lectures in in dustrial relations at the University o Ottawa, believes that the collective agree ment is central to the way of life of man Canadians. "Our labour-management re lationship is primarily based at the gras roots. The parties to collective agreement are close to the local problems and th pulse of the community.

"The community has an influence o the terms of the contract, and the contrac in turn makes an impact on the communi ty. In some collective agreements seniorit provisions take into consideration th number of dependents a man has, whic may reflect strong family-oriented tradi tions in the community. On the othe hand, the collective agreement can be source of influence. Surely contrac provisions that stipulate equal pay fo equal work, and educational leave hav an impact on the attitudes of the wor force."

The Most Beautiful Anti-Poverty Program

By Barbara Dubivsky

Older Workers' Section
Department of Manpower
and Immigration

If ever you come upon a group of senior citizens hard at work developing a roadside park or planting flower beds in a town square, check their thumbs. They're sure to be "green."

More likely than not, the men will be members of Green Thumb, Inc., working to conserve and beautify America through what has been called "the most beautiful anti-poverty program." In this war on poverty, the weapons are hoes, rakes, pruning shears and shovels.

Independent in every way but financial, these oldsters are using the know-how and skills accumulated during a lifetime of tending the soil to augment their meager incomes under a program sponsored by the National Farmers Union and funded through the U.S. Labor Department's Bureau of Works. Green Thumb, Inc., now operates in only seven states: Arkansas, Indiana, Minnesota, New Jersey, Oregon, Virginia and Wisconsin. But waiting in the wings, with applications being reviewed are: Kentucky, Oklahoma, Nebraska, New York, Pennsylvania and South Dakota.

Next year's budget willing, some or all of these states will be accepted into the program. This year, $2.5 million was allocated by the federal Government. Only about 12 per cent of this goes toward administrative salaries. The rest is funneled to individual projects through state directors who work closely with the Washington Green Thumb headquarters but have considerable autonomy in their own bailiwicks. Over 42 per cent of the field staff are at the poverty level. States participating in the Green Thumb program are required to make commitments in kind equal to 20 per cent of the amounts allotted them.

In the two years the program has been operational, one woman and 1,179 men have already built 50 parks and rehabilitated 60 more. They have also planted over a million trees, many as living screens to hide eyesores. And they have landscaped bridge approaches, cut back hiking trails, tidied up highway embankments, and fashioned picnic tables and benches.

This is a generation to whom a good job of work has always been a matter of course and a matter of pride. It's tough for the weeds to get ahead of them. "We have no motivational problems," reports George H. Meagher, national director of Green Thumb. "If anything, we have to keep the men from working too hard. I've had a state highway director tell me he can pick our crews out from half a mile away. Our men are the ones working."

"A Green Thumb project" sign at a worksite has come to command considerable respect. In Oregon, it stands on Highway 25 where wild rhododendrons were harvested and replanted along the route to Mount Hood. Recently the sign was carried into an Indiana schoolyard where the oldsters instructed children in planting and maintaining trees the youngsters bought to dress up their new school.

One of the projects has been proposed for an award. The Whorton Creek Park of Madison, Ark., has been entered by the state's highway department in a "Most Beautiful Park of 1967" contest.

Admittedly, the years have slowed the men down some, but they're still capable of putting in an eight-hour day three or more times a week. The $1.25 or $1.50 an hour they're paid (variation depends on prevailing wages in different areas) puts many of them over the poverty line for the first time in years.

To qualify for the program, the men must verify their low incomes. That isn't hard. Most of them were near retirement when farmers became elegible for social security, and so they receive small benefits. The goal of Green Thumb is to provide each worker with an additionla $1,500 cash income to supplement his social security, annuities, farm income and/or welfare.

Before joining Green Thumb, 60-year-old David Jackson Morrison of Stone County, Ark., had an annual income of $500. He tells you, "We are earning the money we get. None of us like to get charity."

If private industry isn't always as interested as it should be in hiring qualified senior citizens, Green Thumb goes out of its way to bring them in. First preference is given to those over 65 years of age, and secondly to those over 55. But there are no age restrictions, and occasionally "youngsters" under 55 are accepted when no one else is available.

Recruiting is done through state and local employment offices. All candidates must pass a physical examination. Those who don't are referred to appropriate agencies for treatment.

Dr. Blue Christian, assistant to Green Thumb President Tony de Chant reports "they have such a great feeling for it, we cut our basic training program considerably. Now most of it is done on the job, except for some safety instruction." An additional Green Thumb goal is to prepare at least some of the men for eventual employment in private industry. Already their work record has broken down some of the prejudices against hiring older people.

New Jersey, the Garden State, is most active in developing commercially oriented training programs. Toward that end, specialists at Rutgers University have set up classes in pruning, cultivation, spraying, planting and care of ornamentals, pesticide safety, propagating seedlings and the like. Roughly a third of the men in the State's program have gone on to better paying jobs with private landscape firms and nurseries. One 72-year-old now tends the greens and fairways of the Oak Hill Golf Club near Riegel Ridge.

Though there is no discrimination by sex, Mrs. Mildred McRae of Delight, Ark., is the only woman in the program for the moment. But many ladies are expressing an interest in the community service work she does as representative for Green Thumb. Mrs. McRae works closely with garden clubs, brightening up the approaches to small towns, which are often very bleak. Having cut back unsightly hills, seeded knolls and planted flowers by way of improvement, her Green Thumbers finish off the job by putting up "Welcome to . . ." signs.

Anyone who wonders if there is pride of accomplishment in the work being done has only to talk to William Perry Morrison, who says, "Green Thumb is just like a man getting married and having his children to carry on. In the same token, us Green Thumbers create something for coming generations to enjoy and remember us by."

The LABOUR GAZETTE thanks Barbara Dubivky, of The New York Times Washington Bureau, and the Editor of The New York Times for permission to reprint this article.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for three days during February. It granted seven applications for certification, rejected one, and granted one for the revocation of a previous certification. During the month, the Board received eleven applications for certification, and allowed the withdrawal of one.

Applications for Certification Granted

1. Canadian Union of Public Employees on behalf of a system-wide unit of production employees of the Canadian Broadcasting Corporation. The application was opposed by three interveners: the National Association of Broadcast Employees and Technicians; the Associated Designers of Canada — Television, Film, Theatre; and the *Syndicat général du cinéma et de la télévision* (CSN), (Section Radio-Canada) (L. G., Feb., p. 103).

2. Asbestos Workers' Union, Local 1612, on behalf of a unit of stevedores and water nippers employed in the loading and unloading of vessels at Baie Verte, Nfld. by Outfitters Incorporated Limited, Corner Brook, Nfld. (L. G., Mar., p. 155).

3. *Le Syndicat national des employés de C.K.C.H.* (*CSN*) on behalf of a unit of employees of *La Compagnie de radiodiffusion C.K.C.H. de Hull Limitée*, Hull, Que. (L. G., Mar., p. 155).

4. United Steelworkers of America on behalf of a unit of employees of Giant Yellowknife Mines Limited, Yellowknife, NWT. The application was opposed by the Tunnel and Rock Workers' Union, Local No. 168, Labourers' International Union of North America as intervener (L. G., April, p. 224).

5. United Steelworkers of America on behalf of a unit of employees of Cominco Ltd., Trail, B.C., engaged in its Con-Rycon operations at Yellowknife, NWT (L. G., April, p. 224).

6. United Steelworkers of America on behalf of a unit of employees of Cominco Ltd., Trail, B.C., engaged in its operations at Pine Point, NWT (L. G., April, p. 224).

7. United Steelworkers of America on behalf of a unit of employees of Inspiration Limited, Montreal, Que., consisting of employees in its Mining Services Division in the NWT, formerly employed by Boyles Bros. Drilling (Alberta) Ltd. (L. G., April, p. 224).

Application for Certification Rejected

National Association of Broadcast Employees and Technicians, applicant, Canadian Broadcasting Corporation, respondent (production employees and technicians), the Canadian Union of Public Employees, intervener, the Association of Radio and Television Employees of Canada, intervener, Associated Designers of Canada—Television, Film, Theatre, intervener, and the *Syndicat Général du cinéma et de la télévision* (*CSN*), (Section Radio-Canada), intervener (Reasons for Judgment to be issued).

Application for Revocation Granted

Mrs. R. L. Adams, *et al.*, applicants, British Overseas Airways Corporation, respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union (L. G., Feb., p. 103). The application was for revocation of the Board's order of January 14, 1957, certifying the respondent union as bargaining agent for a unit of clerical, office and sales staff at Montreal and Dorval, Que.

Applications for Certification Received

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of The Public Markets Limited, St. Boniface, Man. (Investigating Officer: A. E. Koppel).

2. United Steelworkers of America, Local 924, on behalf of a unit of employees of Western Catering Limited, Vancouver, B.C., employed at United Keno Hill Mines Limited in the Y.T. (Investigating Officer: D. H. Cameron).

3. United Steelworkers of America, Local 1051, on behalf of a unit of employees of Anvil Mining Corporation Limited, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

4. United Steelworkers of America, Local 926, on behalf of a unit of employees of New Imperial Mines Ltd., Vancouver, B.C., consisting of employees engaged in its operations in the area of Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

5. United Steelworkers of America, Local 924, on behalf of a unit of employees of United Keno Hill Mines Limited, Elsa, Y.T. (Investigating Officer: D. H. Cameron).

6. United Steelworkers of America, Local 953, on behalf of a unit of employees of Canada Tungsten Mining Corporation, Ltd., Vancouver, B.C., engaged in its operations in the NWT (Investigating Officer: D. H. Cameron).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Clarke Traffic Services Ltd., Montreal, Que., on the MV *Chimo*, MS *Cabot* and MV *North Voyageur* (Investigating Officer: G. R. Doucet).

8. General Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Canadian Propane Consolidated Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

9. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kingsville Cartage Company Limited, Kingsville, Ont. (Investigating Officer: K. Hulse).

10. *Le Syndicat National des préposés à l'entretien du chemin de fer de Q.N.S.L.R. de Sept-Iles* (*CSN*) on behalf of a unit of telecommunications and signals department employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

11. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Gordie's Trucking Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

Applications for Certification Withdrawn

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Gordie's Trucking Ltd., Whitehorse, Y.T.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During February, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. The St. Lawrence Seaway Authority (operational and maintenance group) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

2. The St. Lawrence Seaway Authority (construction branch) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

3. The St. Lawrence Seaway Authority (Cornwall headquarters bargaining unit) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

4. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: A. E. Koppel).

5. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: C. M. Gilmour).

6. Canadian Freightways Limited, Calgary, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

7. Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

8. Millar and Brown Limited, Cranbrook, B.C., and Locals 31, 181, 362, 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

9. United Grain Growers Limited, Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Limited and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe).

10. Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416, United Packinghouse, Food and Allied Workers (office workers) (Conciliation Officer: T. B. McRae).

11. Central Mortgage and Housing Corporation ("Place Benoit," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

12. Central Mortgage and Housing Corporation ("Benny Farm Housing Project," Montreal, Que.) and International Union of District 50, United Mine

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning of violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Sakatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the Province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Workers of America (Conciliation Officer: G. R. Doucet).

13. Central Mortgage and Housing Corporation ("Villeray Terrace," Montreal, Que.) and International Union of District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

Settlements by Conciliation Officers

1. Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 156).

2. Cassiar Asbestos Corporation (Clinton Creek Operation) Dawson City, Y.T., and Local 564, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., March, p. 157).

3. D. S. Scott Transport Limited, Vancouver, B.C., and Locals 31, 938, 106, 141 and 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., March, p. 157).

4. Gill Interprovincial Lines Limited, North Burnaby, B.C., and Locals 31, 362 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., March, p. 157).

5. Montreal City and District Savings Bank and the Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: C. E. Poirier) (L. G., Feb., p. 104).

6. Midland Superior Express Limited, North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., Dec. 1967, p. 754).

7. Boyds Express Ltd., Lachute, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Doucet) (L. G., Jan., p. 39).

Conciliation Boards Appointed

1. The Shipping Federation of Canada, Inc., Montreal, Que., and Locals 375, 1552, 1657, Montreal; Local 1846, Trois Rivières; Locals 1605 and 1739, Quebec City; International Longshoremen's Association (L. G., April, p. 225).

2. The St. Lawrence Seaway Authority (operational maintenance group, construction branch, and Cornwall headquarters bargaining unit) and the Canadian Brotherhood of Railway, Transport and General Workers (see foregoing).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between Northern Telephone Limited, New Liskeard, Ont., and District 10, Communications Workers of America (L. G., April, p. 225) was fully constituted in February with the appointment of F. J. Ainsborough, Toronto, as Chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee C. C. Ames, Kirkland Lake.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, and Division 591, Amalgamated Transit Union (L. G., April p. 225) was fully constituted in February with the appointment of Maynard B. Golt, Q.C., Montreal, as Chairman. Mr. Golt was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Lt.-Col. Fernand Mousseau, Hull, and union nominee M. K. Carson, Ottawa.

3. The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen (L. G., April, p. 225) was fully constituted in February with the appointment of Judge René Lippé, Montreal, as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. V. Hicks, Q.C., Toronto, and union nominee Maurice W. Wright, Q.C., Ottawa.

4. The Board of Conciliation and Investigation established in December to deal with a dispute between the National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L. G., April, p. 225) was fully constituted in February with the appointment of Judge Jean-Paul Noel, Montreal, as Chairman. Judge Noel was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert Hainault, and union nominee Claude St. Arnaud, both of Montreal.

Settlement Reached after Board Procedure

Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., April, p. 226).

Dispute Settled by Mediation

Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and the Associaton of Flin Flon Trade Unions (L. G., April, p. 226). J. S. Gunn, Ottawa, was appointed mediator by the Minister on February 22. Mr. Gunn reported settlement of the dispute on February 29, and a strike set for March 1 was averted.

Conciliation Boards Not Appointed

1. Channel Seven Television Limited (CJAY) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (L. G., March, p. 156).

2. National Harbours Board, Churchill, Man., and Public Service Alliance of Canada (L. G., Dec. 1967, p. 754).

Wage Schedules Prepared In January

During January, the Department of Labour prepared 240 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 104 contracts in these categories were awarded. In addition, 98 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	105	$130,583.00
Post Office	26	168,467.45
RCMP	3	29,341.00
Transport	1	11,962.50

During January, the sum of $21,204.77 was collected from 36 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 500 workers concerned.

Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled an arbitration award valid because the Board had acted within its jurisdiction.

The Manitoba Court of Queen's Bench has ruled a trucking operation, in pith and substance, intraprovincial and within the jurisdiction of the Manitoba Labour Board.

Legislation Branch

The Supreme Court of Canada decided unanimously on December 18, 1967 that an arbitration board had not exceeded its jurisdiction. In the Court's opinion, the board's award had not amended, but had only interpreted the collective agreement under which the board was constituted.

The arbitration board was set up pursuant to a provision of the collective agreement between the Hudson Bay Mining and Smelting Co. Ltd. and unions representing its employees, including the International Association of Machinists and Aerospace Workers, Flin Flon Lodge No. 1848, and the Flin Flon Base Metal Workers Federal Union No. 172.

In dispute was a change effected in the company's retirement pension plans when the Canada Pension Plan was introduced on January 1, 1966. The unions opposed this change and the arbitration board upheld the unions' interpretation of the pension plan provision under the collective agreement.

The company then moved in the Manitoba Court of Queen's Bench for an order declaring that the award was invalid because the board had exceeded its jurisdiction; the motion was dismissed (L. G. 1967, p. 418). When the company appealed to the Manitoba Court of Appeal, its claim was allowed, thereby reversing the decision of the Court of Queen's Bench. Subsequently the unions appealed to the Supreme Court of Canada, seeking to restore the order of the Court of Queen's Bench and so reinstate the arbitration award.

Circumstances

Mr. Justice Martland, delivering the decision on behalf of the Supreme Court, first reviewed the relevant sections of the collective agreement, dated September 16, 1965, between Hudson Bay Mining and Smelting Co. Ltd. and the unions.

There was provision for the determination of grievances concerning interpretation of the agreement. If any dispute could not be settled by negotiation between the company and the unions, it could be referred to an arbitration board pursuant to Article XXIII. Mr. Justice Martland quoted Sec. 3 of that article.

> The decision of a majority of the arbitration board shall be in writing and delivered to the parties hereto. It shall be final and binding upon the parties hereto, subject to the condition that the decision shall not, without the consent and approval of the parties hereto, rescind or amend any of the terms or conditions of this collective bargaining agreement, but shall be in general accord with the scope and terms thereof.

It was the interpretation of Article XIV that gave rise to the dispute. In this article, the company agreed "to continue, in accordance with the terms of the present agreements, its support of the welfare plans now available to the employees" including, among others, the "Retirement Pension Plan." This plan came into effect on May 1, 1940 and had undergone revisions over the years. Under the pension plan, employees contributed 3 per cent of their earnings, and the company contributed the balance necessary to purchase a pension that would provide an annual retirement income equal to 45 per cent of the employee's total contributions.

In a booklet titled "Welfare Plans," which the company had issued to employees, it was stated concerning the Retirement Pension Plan that:

> (a) The Company shall administer the Plan and have the power to decide all matters with respect thereto, insofar as there is not conflict with the rules, regulations and practices of the Canadian Government Annuities Branch and the North American Life Assurance Company.
>
> (b) The Company reserves the right to change or discontinue the Plan at any time if, in the sole opinion of the Company, conditions require. In the event of it being necessary to discontinue the Plan, contributions deposited up to such time by both employees and Company shall vest solely with the employees.

Pension Plan Integration Proposed

On December 3, 1965 the company informed its employees that the Canada Pension Plan would become effective at the beginning of 1966; instead of deducting an additional 1.8 per cent of earnings as was required for the Canada Pension, the company proposed to take the Canada Pension deduction out of the existing 3 per cent deduction for the company's Retirement Pension Plan.

The result would be that 1.2 per cent would go to the company plan and 1.8 per cent to the Canada Pension Plan. The employee would therefore receive a reduced pension under the company plan, but would also receive a pension under the Canada Pension Plan. "In other words," Mr. Justice Marland said, "the respondent [the company] proposed to 'integrate' the pension benefits under the Company Plan with the pension benefits under the Canada Pension Plan."

The unions argued that integration of pension plans was a breach of Art. XIV of the collective agreement: by this article, they said, the company agreed not to discontinue support of existing welfare plans, and they said that the phrase, "in accordance with the terms of the present agreements," was to be interpreted to mean that support of the plans as they existed when the collective agreement came into effect would be continued.

The company contended that "the terms of the present agreements" included those terms giving the right to change or discontinue the Retirement Pension Plan.

Arbitration was resorted to, and the board, by a majority of two to one, upheld the unions' interpretation of Art. XIV.

Attempts to Set Aside Award

When the company made its motion for an order to set aside the award before Mr. Justice Dickson of the Manitoba Court of Queen's Bench, it argued that the arbitration board had exceeded its jurisdiction. Mr. Justice Dickson found that:

> The Board of Arbitration was constituted by applicant [the company] and respondents [the unions]. At the outset of the hearing before the Board, counsel for applicant agreed, according to the report of the applicant's nominee, Mr. Taylor, 'that the grievance was properly before the Board.' The Award makes it clear that the members of the Board of Arbitration directed their minds to the question of the construction to be placed upon Art. XIV. This was the question put to the Board by applicant and respondents. The Award does not go beyond that question. The interpretation given by the Board is one which the language of Art. XIV will reasonably bear. That is sufficient to defeat applicant's motion, which therefore fails.

The company appealed this dismissal of its motion, and the majority of the Manitoba Court of Appeal decided that the arbitration board had amended the collective agreement rather than just interpreted it and, therefore, exceeded its jurisdiction. The Court held that, when the collective agreement is read together with the relevant parts of the "Welfare Plans" booklet, it seemed clear that both the company and the unions realized that welfare plans would have to be revised with changed conditions. The Court of Appeal further held that Art. XIV did not in any way limit the company's support to the exact formulas existing when the collective agreement was signed, but did provide that support of any particular plan would not be withdrawn. In the Court's view, the proposed integration of the pension plans was contemplated by the parties.

Supreme Court Decision

Speaking for the Supreme Court of Canada, Mr. Justice Martland could not agree with the conclusions of the Court of Appeal; he said that he shared the view expressed by Mr. Justice Dickson and that:

> In reaching the conclusion which it did, the arbitration board was fulfilling its duty to interpret Art. XIV and it did not, by its decision, amend the collective agreement. When the respondent [the company] agreed to continue its support of the welfare plans in accordance with the terms of the present agreements, that commitment can certainly be construed as an undertaking by it not to discontinue any of those plans, but to maintain them as they then existed. Such an interpretation of the Article is, in my opinion, not only a proper one, but is probably the right one. But whether right or wrong, in my view the board interpreted and did not amend the agreement. This being so, it did not exceed its jurisdiction and its award is valid.

The Supreme Court of Canada allowed the appeal of the unions and restored the order of Mr. Justice Dickson of the Manitoba Court of Queen's Bench, by which the arbitration board was declared to have acted within its jurisdiction. The unions were awarded their costs in the Supreme Court and in the Manitoba Court of Appeal.

International Association of Machinists and Aerospace Workers, Flin Flon Lodge No. 1848 et al. v. Hudson Bay Mining and Smelting Co. Ltd. 68 C.L.L.C., para. 14, 069.

MANITOBA COURT OF QUEEN'S BENCH

On November 16, 1967 Mr. Justice Matas of the Manitoba Court of Queen's Bench dismissed an application for *certiorari* to quash two decisions of the Manitoba Labour Board affecting a company carrying on intraprovincial and extraprovincial transport. The Court rejected the argument that the company's business fell within federal jurisdiction, and held that the company's operations were, in pith and substance, provincial in character, whereas its extraprovincial transport operations were casual and merely incidental to what was basically and essentially an intraprovincial business. Consequently the Court ruled that the company's labour relations were not subject to the federal Industrial Relations and Disputes Investigation Act, but were governed by the Manitoba Labour Relations Act.

Circumstances

Invictus Limited is incorporated under the laws of the Province of Manitoba; further, it is registered to do business in Manitoba. In 1963, Invictus registered under the terms of the Manitoba Partnership Act, declaring that it was carrying on business as a trucking and transportation organization under the name of the R. C. Owen Transport Company. The business of the company in Manitoba has been the transport of general freight and horses for hire, racing horses, show horses, and jumping horses.

The company is also registered in Alberta under the Alberta Companies Act, and is licensed to do business in Saskatchewan. Business outside Manitoba, including states of the United States, has, in fact, been only that of transportin horses.

On February 16, 1967 the Manitob Labour Board certified the Genera Drivers, Warehousemen, and Helper Union, Local 979, as bargaining agent fo the employees of R. C. Owen Transpor Company in these words, which are ex cerpted from the certification order:

> "Therefore, The Manitoba Labou Board Does Hereby Certify to all part ies concerned that the above-name Applicant Trade Union is the properl chosen bargaining agent for a bargain ing unit composed of all truck drivers warehousemen, helpers, and mechanic in the Province of Manitoba, excep those excluded by the [Manitoba Labou Relations] Act; and such bargainin agent may, pursuant to Section 12 o the Act, give the employer concerned or be given by the employer concerned notice to commence collective bargain ing with a view to the conclusion of collective agreement."

The second decision of the Manitob Board affecting the labour relations o Invictus Limited through its associate R. C. Owen Transport Company, was a order issued by the Board on July 27, 196 whereby consent to prosecute Invictus fo an alleged violation of the Manitob Labour Relations Act was granted to th Drivers Union.

Subsequently, Invictus applied by wa of *certiorari* to quash both the certifica tion and the consent to prosecute order on three grounds:

1. The Manitoba Labour Board, i issuing the certificate and making th consent order, acted without and in exces of jurisdiction.

2. The undertaking of Invictus Limite fell within the exclusive jurisdiction of th Parliament of Canada under Sec. 91(2 and Sec. 92(10) (a) of the British Nort America Act, and so the Canada Industria Relations and Disputes Investigation Ac and not the Manitoba Labour Relation Act, applied to the labour relations be tween Invictus and its employees.

3. Alternatively, there was an error o the face of the record in that the Boar purported to certify the Drivers Union fc a bargaining unit "of all truck driver warehousemen, helpers and mechanics i the Province of Manitoba, except thos excluded by the Act" without restrictin such certification to the employees of particular employer or group of employee

Examination of Grounds for Certiorari

Mr. Justice Matas did not give an further consideration to ground (1) sinc it was, he said, "based on the submission in respect of grounds (2) and (3)".

To determine the validity of groun (3) — that there was an error on the fac

of the record — he examined the affidavit of the registrar of the Manitoba Labour Board, together with the certification order itself. From material submitted as part of the registrar's affidavit, Mr. Justice Matas found that the error apparently arose in the certificate because, on the application for certification made by the Drivers Union, the proposed bargaining unit was described as "all truck drivers, warehousemen, helpers and mechanics in the Province of Manitoba." The Board, on its certificate, repeated this wording and added "except those excluded by the Act." Mr. Justice Matas noted that, further on in the operative section of the certificate, reference is made to the "employer concerned." He concluded in the matter of ground (3):

> It is obvious that what is intended is inclusion of employees in the Province of Manitoba of this particular employer. I regard the error as "formal or accidental." Merely formal or accidental errors on the face of the proceedings do not now afford grounds for *certiorari* . . . . I would not grant the order for *certiorari* on this ground.

Turning to ground (2) — that the trucking operation fell within the exclusive jurisdiction of the federal Parliament — Mr. Justice Matas said that the relevant statutory provisions are contained in the federal Industrial Relations and Disputes Investigation Act and the British North America Act. Sec. 53 of the IRDI Act states that this Act:

> 53 . . . . applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing, . . .
>
> (b) Railways, canals, telegraphs and other works or undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province . . . .

Sec. 92 of the BNA Act, 1867, gives the provinces the power to make laws in relation to:

> 92(10) Local Works and Undertakings other than such as are of the following Classes:—
>
> (a) Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province.

The exceptions contained in 92(10) (a) are transferred to the exclusive authority of the Parliament of Canada by the provision in Sec. 91(29) that confers the exceptions to provincial powers on the federal Parliament. Thus Mr. Justice Matas stated that if the business of Invictus Limited fell under the jurisdiction of Parliament, the labour relations of Invictus would be within that jurisdiction too.

The Winner Case

The Court proceeded to examine ground (2) in the light of case law. The line of cases relating to the jurisdiction question for highway transport businesses began with *Attorney-General of Ontario v. Winner* (L. G. 1954, p. 559). In this case the Judicial Committee of the Privy Council found that the business of running a bus line between Boston, Mass., through New Brunswick to Glace Bay, N.S., and points between, was an undertaking connecting New Brunswick with Nova Scotia and extending beyond the limits of New Brunswick.

Consequently, it was an undertaking within head 10(a) of Sec. 92. The Privy Council held that, whether the bus line involved passengers travelling between points within New Brunswick or passengers being carried through New Brunswick to points outside, the undertaking in fact was one and indivisible. It was therefore not within the jurisdiction of New Brunswick to prohibit the bus line from picking up and dropping off passengers between points in New Brunswick.

Mr. Justice Matas quoted Lord Porter of the Privy Council:

> In coming to this conclusion their Lordships must not be supposed to lend any countenance to the suggestion that a carrier who is substantially an internal carrier can put himself outside provincial jurisdiction by starting his activities a few miles over the border. Such a subterfuge would not avail him. The question is whether in truth and in fact there is an internal activity prolonged over the border in order to enable the owner to evade provincial jurisdiction or whether in pith and substance it is interprovincial. Just as the question whether there is an interconnecting undertaking is one depending on all the circumstances of the case, so the question whether it is a camouflaged local undertaking masquerading as an interconnecting one must also depend on the facts of each case and on a determination of what is the pith and substance of an Act or regulation.

Tank Truck Case

The principles established in the *Winner* case were applied by Mr. Justice McLennan of the Ontario High Court of Justice in *Regina v. Toronto Magistrates; Ex parte Tank Truck Transport Ltd.* (L. G., 1961, p. 159). The Ontario Court of Appeal affirmed his decision (L. G., 1963, p. 611).

Tank Truck Transport Ltd. was licensed to carry goods not only within Ontario but also between Ontario and Quebec, and from the United States to Canada. The company had its head office in Ontario; it had terminals in Ontario, and one reporting terminal in Quebec. It had, however, no separate operating divisions for intraprovincial and extraprovincial trips. Extraprovincial trips were made on a reasonably regular basis, amounting to 6 per cent of all trips made for the year 1959, but no fixed schedule was kept for such trips.

The Court held that the carrier continuously and regularly connected Ontario with Quebec and extended beyond the limits of Ontario. The undertaking thus fell within federal jurisdiction under the exceptions in Sec. 92(10) (a) of the BNA Act. Further, the Court held that it was immaterial that the interprovincial and international business was not the main or substantial part of the carrier's undertaking.

In his judgment, Mr. Justice McLennan said:

> . . . . not every undertaking capable of connecting Provinces or capable of extending beyond the limits of a Province does so in fact. The words "connecting" and "extending" in Sec. 92(10) (a) must be given some significance. For example, a trucking company or a taxicab company taking goods or passengers occasionally and at irregular intervals from one Province to another could hardly be said to be an undertaking falling within Sec. 92(10) (a). As appears from the *Winner* case and the *Underwater Gas Developers* case [L.G., 1960, p. 1300] undertaking involves activity and I think that to connect or extend, that activity must be continuous and regular, but if the facts show that a particular undertaking is continuous and regular, as the undertaking is in this case, then it does in fact connect or extend and falls within the exception in Sec. 92(10) (a) regardless of whether it is of greater or less in extent than that which is carried on within the Province.

Liquid Cargo Case

Another recent case, *Regina v. Cooksville Magistrate's Court; Ex parte Liquid Cargo Lines Ltd.* (L. G., 1965, p. 435), decided by Mr. Justice Haines of the Ontario High Court, followed and further elaborated the *Winner* and *Tank Truck* cases. Liquid Cargo Lines Ltd. was engaged in the business of trucking, holding licenses from Ontario, Quebec, and the United States. The company operated in all these jurisdictions although all its employees were residents of Ontario, its head office and only terminal were in Ontario, and only 1.6 per cent of its loads were to or from extraprovincial points,

representing 10 per cent of total mileage. Mr. Justice Haines held that Liquid Cargo Lines was subject to federal legislation in its labour relations, saying:

> In my view, the fact that many of the applicant's [i.e., Liquid Cargo Lines'] extraprovincial trips are not made at fixed times in accordance with a predetermined schedule does not compel the conclusion that its activity in that regard is not continuous and regular. Viewed from the point of view of the applicant company, it is clear that its customers are provided with extraprovincial service consistently and without interruption whenever they apply to the applicant for such service. The applicant stands ready at any time to engage in hauls outside the boundaries of the Province of Ontario at the instance of any of its customers, and for that purpose has gone to the pains and expense of acquiring transport permits and licenses from a number of jurisdictions. Further, the evidence is clear that it has made such trips frequently during the period for which figures have been provided.

Moreover, the Court also held that the fact that Liquid Cargo Lines did not have any terminals outside the province was not of consequence.

In the case at bar, Mr. Justice Matas, having outlined the leading three cases, went on to describe two other recent cases.

In an unreported decision dated August 18, 1966, *Brewster Transport Co. v. Amalgamated Transit Union, Division 1374*, Mr. Justice Riley of the Alberta Supreme Court said in his reasons for judgment that "the main, the essential and the primary purpose of Brewster operations was not one of connection between provinces." Brewster Transport maintained a ticket office in British Columbia and owned a chalet in that province too. But the company, based in Alberta, only ran sight-seeing tours, penetrating some fifteen to eighteen miles into British Columbia, during the summertime. It was decided that the pith and substance of Brewster's operation was an Alberta one.

In *B.C. Power Corporation v. Attorney-General of British Columbia et al.* (44 WWR 65; 47 DLR (2d) 633) Chief Justice Lett of the B.C. Supreme Court found that the transportation division and gas system of the Power Corporation were important and integral parts of the undertaking of the company and were *bona fide* extraprovincial, in the sense of connecting with another province or extending beyond the limits of the province. Chief Justice Lett held that the whole undertaking of the B.C. Power Corporation came within the meaning of Sec. 92(10) (a) of the BNA Act, 1867.

Facts Considered

Mr. Justice Matas sought to analyse the facts of the case at bar in the light of the three leading cases. As already mentioned, Invictus Limited was incorporated under Manitoba law and registered to do business in Manitoba, Alberta and Saskatchewan.

Invictus received public service vehicle certificates from the Manitoba Motor Carrier Board certifying five of the company's vehicles as "federal carriers" that were subject to the terms and provisions of the Canada Motor Vehicle Transport Act and the Manitoba Highway Traffic Act. This alone, in the opinion of Mr. Justice Matas, would not constitute Invictus as an interprovincial carrier. He said: "It is not what a company is authorized to do but what it actually does which will govern the determination of the jurisdiction under which it falls."

An order of the Manitoba Motor Carrier Board, besides setting out the intraprovincial rights of Invictus, authorized Invictus "to transport news ink in bulk for Canada Printing Ink Co. Ltd., Edmonton to Winnipeg with drop-off privileges at Calgary, Saskatoon and Regina," and "to transport horses for hire, racing horses, show horses and jumping horses from various points in Manitoba to and from various points in Ontario, Saskatchewan, Alberta and U.S.A." Invictus did not carry news ink in bulk as it was authorized to do. "The question before the court," Mr. Justice Matas said, "is, therefore, whether the transport of horses extraprovincially is of a nature which would bring the applicant within the provisions of the relevant federal legislation."

The Alberta Highway Traffic Board gave Invictus the authority "for transportation of racing horses, show and jumping horses, etc., from points in Manitoba, Saskatchewan, British Columbia and the United States of America to points in Alberta and vice versa." In British Columbia and Saskatchewan, Invictus obtained permits whenever any transport was done in those provinces. Although at one time or another the company had transported to several American states, including Minnesota, Ohio, Maryland, Oregon, Washington, and New York, it did not have any federal authority from the Interstate Commerce Commission for doing so.

For travel in some provinces and states, Invictus had not obtained license plates; instead it took advantage of arrangements made with other jurisdictions by the Province of Manitoba for reciprocal recognition of each other's vehicle licenses. The company had licence plates for three jurisdictions for which the Province of Manitoba did not have reciprocity — Alberta, Maryland, and Ohio.

When the manager of the transport operations of Invictus was asked why the company had not obtained licences in some states and provinces through which it travelled, he testified that the cost was too high. Mr. Justice Matas noted this to be "a significant comment in the light of the consideration the Court must give as to whether or not the extraprovincial business is in fact of a character such as to constitute the carrier an extraprovincial carrier."

Invictus maintained a regular schedule for its operations in Manitoba. Extraprovincial business was undertaken casually, in response to requests for the transport of horses. Such services were available at all times, and this was made known to the public. Facts presented about the volume of extraprovincial business were related by Mr. Justice Matas.

> The total revenue of the company in 1966 for the transport of horses was $18,215.30. The extraprovincial portion amounted to $16,329.30. For eight months of 1967 the total revenue from the horse transport traffic was $11,250.60. The amount for extraprovincial traffic was $8,739.20. It appeared that the company made 15 extraprovincial trips during the first eight months of 1967.
>
> The extraprovincial revenue as a percentage of gross revenue for 1966 was approximately 5.5 per cent. Most of the extraprovincial business is done in the summer.

The transport business was handled by Invictus Limited's general office and administrative staff in Winnipeg, there being no separate administrative facilities for the transport of horses.

Decision

In this evidence Mr. Justice Matas saw no suggestion that Invictus Limited's extraprovincial undertaking was a camouflage or a subterfuge to avoid provincial jurisdiction. Such a camouflage activity he regarded as merely one example given by the Judicial Committee of the Privy Council in the *Winner* case to indicate the type of undertaking that would result in a provincial transport operation not being considered to be under federal jurisdiction. He pointed out that, in the *Winner* case, the Privy Council did refer to the "pith and substance" rule, and it had suggested that the question whether there was an interconnecting undertaking was one that depended on all the circumstances of the case.

Mr. Justice Matas agreed with Mr. Justice McLennan who, in the *Tank Truck* case, said that the words "connecting or extending" in Sec. 92(10) (a) of the BNA Act must be given some significance. To

give significance, Mr. Justice McLennan had used the "regular and continuous" service criterion. Mr. Justice Matas found that to consider Invictus Limited's extra-provincial business "regular and continuous" would be stretching the meaning of those words unreasonably. He therefore concluded the case at bar with these findings:

> In constitutional cases, no less than in other cases coming before the Court, it is necessary that the realities of the situation be assessed. The operations of the applicant [Invictus], when examined from a practical aspect, are in pith and substance provincial in character. The applicant's extraprovincial transport of horses is incidental to what is essentially and basically an intraprovincial business.
>
> I am of the opinion that the extra-provincial traffic conducted by the applicant does not form part of an "extending or connecting" link as envisaged by Section 92(10) (a) of the *BNA Act* and Section 53(b) of the *Industrial Relations [and Disputes Investigation] Act*. I conclude that, under the circumstances, the applicant's business falls within the jurisdiction of the provincial legislation.

As a result, Invictus' application for *certiorari* to quash the certification and consent to prosecute orders issued by the Manitoba Labour Board was dismissed with costs.

Invictus Limited v. Manitoba Labour Board (1967) 62 WWR, Part 3, p. 150; 65 DLR (2d) Part 6, p. 517.

Recent Regulations under Territorial and Provincial Jurisdictions

Northwest Territories introduces a Labour Standards Ordinance similar to the Canada Labour (Standards) Code.

Nova Scotia revises its minimum wage zone system.

The Council of the Northwest Territories has enacted a Labour Standards Ordinance, following the general lines of the Canada Labour (Standards) Code, with modifications to meet the particular requirements of the Northwest Territories. The Ordinance was assented to on November 25, 1967 and will come into effect on a day to be fixed by order of the Commissioner of the Northwest Territories.

The enactment of this Ordinance is an important step in the development of labour legislation in Canada. Previously, the only labour standards applicable in the Territories were those laid down by mines legislation, which govern the minimum age and hours of work below ground.

The Ordinance was drafted in accordance with the recommendations of a board of inquiry, appointed on October 12, 1965 to look into minimum standards of wages, hours of work, paid vacations, statutory holidays and related matters in the Northwest Territories. The board held public hearings in various northern centres, in Edmonton and in Ottawa, and presented its report on May 10, 1966.

Administration

The Commissioner of the Northwest Territories is charged with general responsibility for the administration of the Ordinance and is authorized to make regulations on a number of subjects on which the Ordinance does not lay down detailed standards. He may designate any person as an inspector under the Ordinance and, for the purposes of administration he is to appoint a Labour Standards Officer. The Labour Standards Officer's decisions may be appealed to the Commissioner.

The Commissioner may establish an Advisory Board, consisting of a chairman, an employers representative and an employees representative, to advise him about any matter that he wishes to refer to it.

In the following description of the Ordinance, comparisons are made with the federal labour code and the major differences noted.

Both Acts establish minimum standards and in no way affect the right to more favourable conditions.

Application

The Ordinance applies to all employers and employees in any local or private work, undertaking, or business in the Territories, excluding only domestic servants in private houses, trappers and persons engaged in commercial fisheries, members or students of such professions as may be excluded by regulation, and managers, superintendents or persons exercising management functions.

In cases of dispute over the application of the Ordinance, the matter is to be decided by the Labour Standards Officer.

Hours of Work

The greatest difference between the Canada Labour (Standards) Code and the Ordinance is in regard to hours of work. This subject emerged in the public hearings as the matter of most concern. It was feared that a rigid limitation of hours would have an adverse effect on developing industry in a pioneer area, especially because some industries are seasonal. Consequently, longer hours than those laid down in the federal labour code are permitted.

In the Northwest Territories, standard hours are set at 8 in a day and 48 in a week. Standard hours of 208 in a month have been established for persons engaged in the exploration and development of metal mining and petroleum, primarily in the transport of goods to and from isolated areas, in tourist camps or in commercial fishing. Hunting and fishing guides are excluded from the provision covering hours of work.

On application and on the recommendation of an Advisory Board, the Commissioner may exempt an industrial

establishment from Part I (Hours of Work).

Maximum hours of work permitted are 10 in a day and 60 in a week, except where lesser hours are set by regulation, and 260 in a month for the special categories listed above.

The overtime rate, to be paid for hours worked over and above standard hours, is one and a half times the regular rate. In a week in which a general holiday occurs, the overtime rate is to be paid after 40 hours of work, exclusive of any work on the holiday.

In comparison, the federal code sets standard hours of 8 in a day and 40 in a week, and maximum hours of 48 in a week. In a week in which a general holiday occurs, the overtime rate is to be paid after 32 hours.

Averaging the standard and maximum hours over a period of two or more weeks will be permitted where a collective agreement is in effect and where, because of the nature of the work, an employee's schedule of hours varies from day to day or week to week. The conditions and time periods for averaging are to be prescribed by regulations.

Unless otherwise prescribed by regulations, hours of work are to be arranged in such a manner that an employee has at least one full day of rest in a week, preferably Sunday.

Maximum hours (10 and 60 or 260 hours in a month, as the case may be) may be exceeded, where authorized by an order of the Commissioner. The Commissioner is empowered to issue such an order in respect of work that is seasonal or intermittent in nature, provided that the conditions of employment and the welfare of the employees are given due consideration.

Work in excess of the maximum hours set by the Ordinance may also be allowed under a permit issued by the Labour Standards Officer. Such a permit may be granted only if there are exceptional circumstances to justify the excess hours, and if the welfare of the employees is taken into account. The permit is issued for a definite period, and may specify either the total excess hours that may be worked or the additional hours permitted in any day and in any week.

Maximum hours may be exceeded without permit in an emergency, such as in case of accident, essential work to be done to machinery, or other unpreventable circumstances. In such an event, the employer must report in writing to the Labour Standards Officer within 30 days after the end of the month in which the maximum hours were exceeded, giving the number of employees who worked the excess hours, the number of additional hours each worked, and the circumstances that made such work necessary.

Minimum Wages

As under the Canada Labour (Standards) Code, minimum wage for all workers seventeen years of age and over is to be $1.25 an hour.

Persons under 17 years of age may be employed only in certain occupations. The occupations, conditions and minimum wage rate for such employment are to be fixed by regulations.

Upon application, the Labour Standards Officer may issue a permit authorizing the employment of handicapped persons at a wage lower than the minimum wage. In order to obtain a permit, the handicapped worker must show such evidence of disability as the Commissioner may require.

To cover matters not specifically dealt with in the Ordinance, the Commissioner is empowered to make regulations. To prevent evasion of the minimum wage rate by unreasonable charges or deductions, the regulations may limit or prescribe the price that may be charged for board and lodgings provided by the employer, for uniforms or other articles of wearing apparel that an employer requires an employee to wear, and for furnishing tools or equipment and for their maintenance and repair.

Regulations may also be made requiring an employer in specified circumstances to provide, maintain or launder uniforms or other articles of apparel that he requires an employee to wear, or requiring an employer to pay an employee for a minimum number of hours if he is called to work.

An employer who is providing an on-the-job training program adequate to increase the skill or proficiency of his employees may be exempted by regulations from paying the minimum rate to the employees being trained during the whole or a part of the training period.

Annual Vacation

Every employee is entitled to a vacation of at least two weeks (after every completed year of employment) with vacation pay of 4 per cent of the employee's wages for the year.

A year of employment must be continuous with one employer, and is a 12-month period beginning from the date employment began or from any subsequent anniversary date. An employee is entitled to the vacation established by the Ordinance if his year of employment began before and ended after the Ordinance came into effect.

The annual vacation is to begin no later than 10 months after the completion of the year of employment. Vacation pay must be given at least one day before the vacation is to begin or on an earlier date, as regulations may prescribe.

There is no requirement that, if a general holiday occurs during an employee's vacation, his vacation is to be extended by one day in lieu of the holiday. In this regard, the Ordinance is unlike the federal code.

When employment is terminated during a year, the employee is entitled to any vacation pay owing to him in respect of a previous completed year of employment and to 4 per cent of his wages for the period he has worked during the year. An employee is not entitled to a vacation unless he has been continuously employed for 30 days or more.

When a business changes hands, an employee is considered to have been in continuous employment before and after the transfer.

General Holidays

Each employee must be given a holiday with pay on any of the eight general holidays that fall on a working day. The general holidays are the same as those named in the Canada Labour (Standards) Code — New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Under the federal law, an employee is entitled to these holidays with pay whether or not they fall on a working day.

The Labour Standards Officer may allow another holiday with pay to be substituted for a general holiday if there is a collective agreement that specifies another day or, where there is no collective agreement, if an employer applies for a substitution and the majority of the employees agree.

An employee is to receive his regular pay if he does not work on a general holiday that falls on a normal working day. The wages of an employee who is paid by the week or by the month are not to be reduced because of the holiday. An employee who is paid on a daily or hourly basis must be paid at least the equivalent of his regular earnings in a normal working day. An employee who is not paid on any of the above bases is to receive a sum equal to daily earnings, exclusive of overtime, averaged over the four weeks immediately preceding the holiday.

An employee who is required to work on a day on which he is entitled to a holiday with pay must receive his regular pay for the day and must, in addition, be paid at his regular rate of wages for the hours worked; or he must be given a holiday with pay at some other time not later than his next annual vacation or upon termination of employment, whichever comes first. An employee who is not required to work on a general holiday must not be required to work on another day that would otherwise be a non-working day in the week in which the

holiday occurs, unless he is paid double his regular wages.

The federal law requires the payment of regular wages plus time and a half the regular rate for all time worked. In continuous operations, another holiday with pay may be substituted for the time-and-a-half plus regular pay requirement.

An employee is not entitled to pay on a general holiday if he has not worked for his employer for 30 days during the preceding twelve months, if he did not report for work on that day after being called to work, or if, without his employer's consent, he did not report for work or either the day preceding or the day following the holiday. These provisions differ from the federal exceptions, under which an employee is not entitled to holiday pay in his first 30 days of employment or when he is not entitled to wages for at least 15 days during the 30 calendar days immediately preceding the holiday.

Information and Returns

Employers are required to keep records of the names and addresses of their employees, their age if under 17, the wage rates, hours worked and wages earned and actual payments for at least 24 months. This information is to be available to an inspector. In addition, the employer must provide the Labour Standards Officer with such information about wages, hours of work, annual vacations, general holidays and conditions of work as the Officer requires.

Employers are also required to furnish pay statements. Each employee must receive with his pay a statement in writing indicating the period and the number of hours for which the wages are being paid, the rate of wages, details of deductions made and the actual amount being received.

Inspection and Enforcement

Provisions for inspection and enforcement of the Ordinance do not differ from those of the Canada Labour (Standards) Code.

BRITISH COLUMBIA

In British Columbia, the minimum wage order governing hairdressing (B.C. Reg. 14/59) has been replaced by B.C. Reg. 1/68, gazetted January 4, 1968, effective from February 19, 1968.

The order establishes a minimum rate of $1.60 an hour for hairdressers. The previous rate was $35 a week for employees working 39 hours or more and 40 cents an hour for employees working less than 39 hours.

NOVA SCOTIA

In Nova Scotia, the general minimum wage order, the order governing beauty parlors and the one governing road building and heavy construction have been amended by orders gazetted February 14, 1968, and effective from April 1, 1968 (L. G., Feb. 1967, p. 134).

General Order

In the revision of its general order, the Nova Scotia Minimum Wage Board has dropped its provision for inexperienced workers' rates which permitted employers to employ workers during their first 350 hours of employment at rates 15 cents below the minimum hourly rate for the zone concerned.

Adult rates now apply to employees of 18 years of age and over, instead of 17 years and over. Rates for young workers (now referred to as underage workers) apply to workers between the ages of 14 and 18.

The zone system was also changed by combining the former zones IA and IB, comprising the cities and larger towns of the province, to form a new Zone I. Zone I now consists of Halifax-Dartmouth, Sydney and New Glasgow and surrounding areas within a ten-mile radius, and of Truro, Amherst and Yarmouth and surrounding areas within a five-mile radius. Zone II as before consists of the rest of the province

The minimum wage for male workers 18 years of age and over was raised to $1.15 an hour in Zone I and to $1.05 an hour in Zone II; and the minimum rate for women 18 years of age and over was raised to 90 cents an hour in Zone I and to 80 cents an hour in Zone II. This involves an increase of five cents an hour for workers in the former Zone IA and ten cents an hour for workers in the former Zone IB and Zone II. The minima for underage workers have not been revised, apart from the five-cent increase provided for workers in the former Zone IB resulting from the change in zone.

The section governing the rates of pay for overtime work has been amended. Although the order required the payment of one and a half times the regular rate of pay for time worked in excess of 48 hours in a week, this provision had been suspended, and the overtime rate was, in fact, one and a half times the minimum rate. The amendment removes the original provision requiring the payment of one and a half times the regular rate for overtime work.

Beauty Parlors

In the order governing beauty parlors, the zones have been consolidated as in the general order. The minimum wage rates for experienced workers were raised to 95 cents an hour in Zone I and to 80 cents an hour in Zone II. Inexperienced workers still have not set rate for the first three months of employment, but are now to receive 45 cents an hour for the second three months in both zones, and, for the third three months, 70 cents an hour in Zone I and 60 cents an hour in Zone II. As a result of the revision, rates are increased by five, ten or fifteen cents, depending on the area in which the beauty parlor is located.

Road Building and Heavy Construction

The amendment to the order governing road building and the heavy construction industry raised the minimum wage by 10 cents to $1.25 an hour.

Employment Review For February

At 7,107,000 for the week ending February 17, there was little change in employment between January and February. The total was 127,000 higher than the comparable figure for last year.

The labour force, at 7,589,000, was 25,000 higher than in January, and 213,000 or 2.9 per cent higher than it was a year earlier.

Unemployment increased by 18,000 during the month from 464,000 in January to 482,000 in February, and was 86,000 higher than last year's total.

Total unemployment in February represented 6.4 per cent of the labour force, compared with 5.4 per cent in February 1967, and 5.0 per cent in February 1965.

Employment

Employment, at 7,107,000, increased by 7,000 between January and February. The increase of 127,000 from February 1967 was shared by all regions, with the largest percentage gain, 4.5 per cent, occurring in British Columbia. There was a small decline of 0.8 per cent in Quebec.

The largest change in employment between January and February was an increase of 35,000 in manufacturing industries. Agricultural employment declined (23,000) and non-agricultural employment increased (30,000); construction employment declined slightly.

Employment was higher than a year ago in community, business and personal service, with an increase of 125,000. Smaller increases were recorded in trade (37,000) and finance (33,000). Declines occurred in manufacturing.

Unemployment

Unemployment, at 482,000, was 18,000 higher than in January, and 86,000 higher than in February 1967. Of the 482,000 unemployed, about 75 per cent had been unemployed for less than four months. The remaining 25 per cent had been unemployed for four months or more.

Unemployment Insurance Report — December

There were 501,500 claimants for unemployment insurance benefit on December 29, 1967. This was 78,000 or 18 per cent more than the 423,400 recorded at the end of December 1966. Males accounted for two thirds of this increase. The annual increase this year was significantly larger than that experienced a year ago when the count at the end of December 1966 exceeded by 5,500 the number recorded on December 31, 1965. Although the rate of increase from the end of December 1966 to 1967 was 17 per cent for males and 22 per cent for females, it was only 1 per cent for males and 3 per cent for females for the same dates a year ago.

The November-to-December month-end increase of 165,000 claimants is associated with the commencement of the seasonal benefit period in December. Males accounted for over 80 per cent of the increase.

The claimant count on December 29 includes about 3,400 persons (1,800 regular, 1,600 seasonal) classified as agricultural claimants. Because the coverage was extended to certain employees in agriculture effective April 1, 1967, the number of claimants classified as agricultural has been negligible.

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Initial and Renewal Claims

A total of 270,600 initial and renewal claims for benefit were received in local offices across Canada during December. The increase over the volume filed in November was 77,000, and 80 per cent of these were initial claims. Relatively large increases in the number of claims filed occur at this time each year, a phenomenon attributed to the seasonal benefit period, and to layoffs in industry caused when cutbacks in employment coincide with the advent of winter. One year ago, the November-to-December increase in the volume of claims filed amounted to 100,000.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 254,700 for December, 174,300 for November and 226,000 for December 1966. Benefit payments were $26.6 million in December, compared with $19.9 million in November, and $22.4 million in December 1966. The average weekly benefit payment wa $26.09 in December, $25.36 in November and $24.81 in December 1966.

Provincial Data

Increases over last month in the month end claimant count occurred in all regions A relatively large increase was recorde in the Atlantic region, owing to the greate severity of seasonal unemployment there and a heavy concentration of seasona benefit claimants. The two central prov inces, which accounted for over one hal of the increase, showed the lowest in crease rate.

The 18-per-cent increase in the tota claimant count was not reflected in th Atlantic provinces. Newfoundland, Princ Edward Island and Nova Scotia eac showed a decrease, which was accounte for by males. Although a slight increas occurred in New Brunswick, the numbe of female claimants was lower this yea

A claimant's unemployment register placed in the "live file" at the local office a soon as the claim is made. As a result, th count of claimants at any given time inevitabl includes some whose claims are in proces "Claimants" should not be interpreted eithe as "total number of beneficiaries" or "tot job applicants."

Summary Table

Activity	Dec. 1967	Nov. 1967	Dec. 1966	Cumulative Date 1967: January to December	Cumulative Date 1967: 12 months ending December
			(in thousands)		
Insured population as at month-end	—	4,841	4,641	—	—
Initial and renewal claims filed					
Total	271†	194†	251†	1,817	1,817
Initial	204	141	196	1,335	1,335
Renewal	66	52	56	482	482
Claimants currently reporting to local offices	502	337	423	367*	367*
Regular benefit	434	330	363	—	—
Seasonal benefit	68	7	60	—	—
Fishing	14	1	14	—	—
Beneficiaries (weekly average)	255	174	226	268*	268*
Weeks compensated	1,019	784	904	13,852	13,852
Benefit paid	$26,581	$19,886	$22,427	$352,645	$352,645
Average weekly benefit	$ 26.09	$ 25.36	$ 24.81	$ 25.46	$ 25.46

*Monthly average.

†Discrepancy between totals and sub-totals is due to rounding.

United Nations Commission elects four new officers

Four newly elected officers preside when members of the United Nation Commission on the Status of Wome assembled at United Nations Hea quarters in January 1968 to begin the 21st Session. Mrs. Helvi L. Sipila Finland, as Chairman, was assisted b Mrs. Aziza Hussein, United Arab R public, and Mrs. Hanna Bokor, Hungar as First and Second Vice-Chairmen, an Mrs. Mimi Marinovic De Jadresic, Chil Secretary.

The Commission, established in 194 consists of 32 members who are electe by the Economic and Social Council fo a three-year term. The Commission ha the responsibility of dealing with question relating to discrimination against wome advancement of women; women's right including political rights, economic right and opportunities; access to education and the legal status of married women i private law.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2720

The claimant applied for benefit on December 21, 1966, and registered for work as a pipefitter. He was one of 26 pipefitters and welders who were dismissed from their jobs when they refused to handle prefabricated material that had come from a non-union shop, and his case was accepted as a test case to cover all these employees who were claiming benefit for the same period and under the same circumstances.

The claimant, in filing his application, had given dismissal as the reason for unemployment. The employer reported that the employee had "refused to obey orders" and he sent the local office a copy of a discharge card dated December 13, 1966.

The insurance officer, in giving the main facts of the dispute, said that the union representing the claimant contended that the employer had obtained the prefabricated material in contravention of a national agreement to which he and the union were parties. When two of the welders were fired for refusing to handle the material, the union agent had tried to get the employer to rehire them. But the employer refused, and when the other welders and pipefitters refused to work with the material, he fired them all, maintaining that the union had broken the agreement when its members had refused to obey orders.

The insurance officer said it was evident that a dispute about the use of prefabricated material from a non-union shop had on December 13, 1966, developed into a labour dispute within the meaning of Section 2(j) of the Unemployment Insurance Act.

"This claimant, a pipefitter, is one of a grade or class whose conditions of employment stand to be affected by any settlement of the dispute. That is, depending on the terms of settlement, he may or may not be required to use and work with materials which have been prefabricated in a non-union shop," the insurance officer said in his statement of considerations. "Claimant, therefore, has a direct interest in the outcome of the dispute . . . By claimant's action in refraining from performing work, he has become a participant in the dispute.

"As claimant lost his employment by reason of stoppage of work attributable to a labour dispute at the premises at which he was employed, and because of the evidence concerning direct interest and participation, disqualification under Section 63 of the Act was found applicable."

The insurance officer notified the claimant that he was disqualified from receiving benefit from December 18, 1966, because "You lost your employment by reason of a stoppage of work due to a labour dispute at the factory workshop or other premises at which you were employed."

In appealing to the board of referees, the claimant argued that the order he had refused to obey was contrary to the national agreement between his union and the company for which he worked, and that, because he had been fired six days before a strike by another union at the same plant began, he had not been concerned in that dispute.

In additional observations, the insurance officer agreed that the claimant had been dismissed, but he said that "such strategy is not uncommon during the course of a labour dispute." Negotiations about the cause of dispute had evidently been going on between the employer and the union before the occurrence of the actual event that led to the stoppage. "Because of the conditions of employment which were involved, it is evident that a labour dispute existed and . . . resulted in a stoppage of work . . ." The officer found no reason to chagen his original decision.

The board of referees heard the case and unanimously upheld the insurance officer's decision and dismissed the appeal. On March 22, the union appealed to the Umpire on the ground that "The majority decision of the board of referees erred in its interpretation of Article 63 of the . . . Act, and had improperly interpreted the facts submitted to it."

In observations to the Umpire, the insurance officer repeated his former statement of the case and cited CUBs 379, 1147 and 1627 (L. G. 1959, p. 622) in support of his contention that there was a labour dispute within the meaning of Section 2(j), and CUBs 1446 and 1447 in support of his decision that the claimant and his fellow workers lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises where they were employed.

Considerations and Conclusions

After hearing the case, the Umpire gave his decision as follows:

The facts of this case are not in dispute and those facts, as proved, show clearly that the claimants involved in this appeal lost their employment by reason of a stoppage of work attributable to a labour dispute as defined by Section 2(j) of the Act, which reads:

> . . . "labour dispute" means any dispute between employers and employees, or between employees and employees, that is connected with the employment or non-employment, or the terms of conditions of employment, of any persons . . . .

The record shows also that the claimants were directly interested and were participating in the labour dispute; and as, according to long established jurisprudence, the merits or demerits of a dispute or of the actions or omissions by either parties are an irrelevant consideration in deciding labour dispute cases, the disqualification imposed on the claimants by the insurance officer under Section 63 of the Act must stand.

As a consequence, I decide to confirm the unanimous decision of the board of referees.

Canadian Railway Office of Arbitration Releases Decisions in Three Disputes

Three separate disputes, concerning two claims for 166 and 153 miles submitted by a locomotive engineer because he was not called for service, the interpretation and application of some articles on a collective agreement, and the dismissal of a yardman were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on February 13, 1968.

The arbitrator disallowed Cases 100 and 102, but found in favour of the brotherhood in Case 101. Summaries of the three cases appear below.

CASE NO. 100

Dispute between Canadian National Railways and the Brotherhood of Locomotive Engineers concerning two claims, for 166 and 153 miles, submitted by a locomotive engineer when he was not called for service on Saturday, September 3, 1966.

Because of a strike by non-operating employees and those represented by the Brotherhood of Railroad Trainmen, which began at noon on August 26, 1966, and which was ended by the Maintenance of Railway Operations Act late on September 1, trains were not operated during that period (L. G., 1966, p. 630).

The company stated that, even after passage of the Act requiring resumption of operations, certain key groups of employees at London and elsewhere refused to return to work and continued their strike action. Certain key employees at London remained on strike until approximately 10.50 a.m. on September 3, the company said.

Prior to the strike, on August 18, the brotherhood signed a Memorandum of Understanding, which said that, in the event of a strike taking place, all engineers assignments would be temporarily cancelled. The Memorandum provided also that, upon resumption of operations, engineers would automatically resume their former assignments without the need for rebulletining.

The grievor was one of two engineers assigned to trains 494 and 795, running between London and Toronto Yard daily except Saturday and Sunday. He contended that the back-to-work order issued on September 1 required him to protect his assignment from that point on. Friday, September 2 being his regular assigned day out on train 494, he was available and was holding himself in readiness for the call.

On Saturday September 3, the company operated a train from London to Toronto Yard, which the engineer alleged was train 494 running late. Because an unassigned engineer was used to man the train, the engineer claimed payment for the miles made by the unassigned engineer on the basis of a violation of the Memorandum and an article of the collective agreement.

The company declined to make payment of the claims, explaining its position in a letter to the brotherhood signed by the Operations Manager. It said in part: "The information available to me indicated that this assignment is scheduled to operate daily except Saturday. While it is correct that the train was not operated on Friday, September 2 because of events related to the service disruption, this would not permit us to extend the assignment to Saturday. The train that operated on Saturday would have to be regarded as extra train service and work that should have been handled by a spare crew.

"I do not believe that the situation has altered by the fact that the train was designated as 494 for operating purposes. Our machine record system requires that all trains be given a certain designation, and service east from London could have been called either 494 or a section of train 830. The former was chosen because it is a familiar designation here in London and this does not, in our opinion establish a basis for [the engineer's] claim.

"Our position must be that because this train operated on Saturday, it was extra train service and that, if held otherwise, the company would be open to a claim from spare employees."

The company claimed that, on a number of occasions prior to the date of this incident, trains between London and Toronto had been operated on the days off of the two regular engineers, and that such trains had been designated as 494 for operating and accounting purposes. These trains were said to be manned by spare engineers, as required by an article of the collective agreement.

In making his award, the arbitrator noted that there could be no doubt that the grievor's regular assignment entitled him to operate only on the trains in question Monday through Friday, according to the pattern dividing the work between the two assigned engineers. As provided in the Memorandum of Understanding, to automatically resume his former assignment after the resumption of operations on Saturday would clearly mean that he should take train 494 out on Monday.

His regular assignment did not call for him to work either train on a Saturday, the arbitrator found. Had he been permitted to do so on this Saturday, he added, the brotherhood, as well as the company, undoubtedly would have heard from the unassigned engineer who did make the run, making the claim that his right to do so had been ignored.

For these reasons, the arbitrator disallowed the claim.

CASE NO. 101

Dispute between the Canadian Pacific Railway Company (SD & PC Department) and the Brotherhood of Railroad Trainmen concerning the interpretation and application of some articles of the collective agreement.

The company posted for bid by operational schedule and put into operation an assignment for crews operating on trains 153 and 154, operating between two terminals. The said operating schedule showed the starting point of the assignments on these two trains as the second station. This operation was superseded by an additional schedule, which contemplated essentially the same operation.

Prior to this rescheduling, the manning of four trains, 152, 153, 154, and 155, between the two terminals was covered

exclusively by crews from the first station in a pool service. The brotherhood challenged the right of the company to post the new operating schedule, which showed two separate starting points in pool operation, as a violation of the collective agreement.

The new schedule required the crews for train 152 to report for duty at the first station and to return the same day on train 155 from the second station. This turnaround assignment was to continue for 10 days, after which the crews were to have five days layover.

The second half of the pool assignment showed the second terminal as the starting point.

The brotherhood contended that the crews whose layover was shown as five days had to deadhead, off pay, to the second terminal on the fifth day of their layover, in order to start the second half of the pooled assignment. The crews remained in this turnaround assignment for 10 days, and finished at the second terminal on the tenth day. Again the crews had five days layover, but this time they had to deadhead, off pay, back to the first terminal on the first day of their layover. Following the layover, the pool cycle started over again.

One result of this arrangement was that crews arriving from the second terminal on train 153 were immediately required to report on train 154, for the return trip to the second terminal, before release in the first terminal. This return assignment was 24 hours.

An article of the collective agreement, however, required that not less than eight hours rest be given to crewmen after completion of a round trip of 24 hours or more. The brotherhood charged that, because no rest was provided at the first terminal, the company attempted to circumvent the provision of this article by setting up the starting point of this part of the assignment at the second terminal, where crews lay overnight for a period of 14½ hours.

The brotherhood pointed to a second article of the agreement, under the heading "Promotion Districts," in which the first terminal is listed. It provides in part: "Promotion districts and home terminals as at present established will not be changed, and existing services will continue to be manned from their respective districts . . . ."

The brotherhood pointed to a third article of the agreement, which reads in part: "Effective May 1, 1967, it is agreed between the parties that on the introduction by the company of technological, operational and/or organizational changes the following provisions will apply:

"(A) The Company will not put into effect any such change that is likely to be of a permanent nature and that may effect a material change in working conditions with adverse effects on employees covered by this agreement without giving as much advance notice as possible of any such proposed change to the unions concerned and, in any event, not less than 90 days if a relocation of employees is involved and 60 days notice in other cases, with a full description thereof and with appropriate details as to the consequent changes in working conditions and the number of employees who would be adversely affected;

"(B) That it will negotiate with the Union's measures to minimize the adverse effects of the proposed change on employees, which measures may, for example, be with respect to severance, loss of wages, expenses of moving and travelling of employees required to relocate, retraining and the merging of seniority lists within organizations, and/or such other measurers as may be appropriate in the circumstances.

"2. If the negotiations do not result in mutual agreement within 30 calendar days of the commencement of such negotiations, or such other period as may be agreed upon between the parties, the matter shall be referred immediately for mediation to a Board of Review, on which each of the parties will be equally represented by senior officers."

The company stated that, upon receipt of the original charge of the brotherhood that it was in violation of an article of the collective agreement concerning rest periods, they posted an amended schedule showing the crews assigned to trains 153 and 154 entering their assignment at the second terminal and making 10 consecutive round trips on trains 153 and 154 on a turnaround basis, followed by five days layover.

It was then realized that this was creating an unnecessary hardship on the employees by requiring them to enter their assignment at the second terminal rather than at the first. Similarly, when the employees were due for relief, they had to deadhead from the second terminal to the first at their own expense in accordance with the agreement.

Finally, a new schedule was posted, which provided: "Crew will commence tour of duty on train 154 first day; then will make eight consecutive round trips on trains 153 and 154 on a turnaround basis between [the two terminals] and will complete tour of duty on arrival . . . on the tenth day."

Pointing to the "deadheading" provision, the company reasoned that there was no substance to the claim that it was confined to the first terminal as the home terminal, or that the deadheading of assigned employees to the home terminal for regular relief and returning to their assigned run after such relief, without pay, contemplates the establishment of runs on which the initial designated terminal is other than at the first terminal or any one of the other three terminals mentioned in the agreement.

The company referred to an article, which reads: "This will not prevent the Company from rearranging its services or reducing staffs, as may be justified by traffic conditions."

Referring to the alleged violation of the collective agreement, the company claimed that this had no application, because of another section thereof that reads: "These provisions do not cover cases where (a) workers are affected by a recognizable general decline in business activity, such as a recession or by fluctuations in traffic; (b) the workers affected are casual workers subject to irregular employment because of the nature of the work they perform, or seasonal employees outside their normal period of employment; (c) there is a normal reassignment arising out of the nature of the work in which the employees are engaged."

Because of these provisions, no attempt was made to give notice to the brotherhood as required in the collective agreement or to negotiate to "minimize the adverse effects of the proposed change on employees."

The arbitrator was satisfied that an operations change such as that contemplated by the collective agreement did occur in consequence of what was done, and that this required compliance with what is provided by way of notice and negotiation, unless the company could establish that this became necessary under what is contained in the article reading, ". . . workers are affected by a recognizable general decline in business activity, such as a recession or by fluctuations in traffic . . . ."

Beyond the bare statement by the company that this was the fact, no figures were produced for the arbitrator upon which he could base a finding that this claim was justified. Lacking such proof, he found that there was nothing before him to justify a finding that the company acted properly in ignoring the articles of the collective agreement in the circumstances described.

For these reasons, the arbitrator said, this grievance must be upheld.

CASE NO. 102

Ex parte dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railway Trainmen concerning the brotherhood's contention that a yardman was dismissed without benefit of a fair and impartial investigation.

A yardman was notified that he was held out of service pending the outcome of an investigation into a charge that his

conduct was unbecoming an employee of the Pacific Great Eastern Railway Company.

The brotherhood contended that the yardman did not receive a fair and impartial investigation as contemplated by the provisions of the Collective Agreement.

The company claimed that the brotherhood had failed to comply with basic requirements for the processing of a grievance through to arbitration. They pointed out that the brotherhood had mailed a letter dated October 25 advising them that they intended to proceed to arbitration and asking to be notified when the company would be available for a meeting. The company had replied on October 30 that they were prepared to meet "at a mutually agreed time," and mailed to the brotherhood for consideration, a Joint Statement of Issue that read: "Should the grievance remain unsettled for a period of seven calendar days from the date of its written submission by one party to the other, or for such longer time as the parties may agree to, then it shall be referred to the Canadian Railway Office of Arbitration for final settlement without stoppage of work."

The company claimed that following their letter of October 30, there was no conference, no Joint Statement of Issue, and no agreement to extend the seven-day period. There was no reply to their letter until December 3, thirty-nine days after the dispute had been committed to arbitration, and then a request came from the brotherhood for a 90-day extension of the time limit.

The company replied on December 11 that all of the time limits had been exhausted and that the dispute could not be carried any further.

The arbitrator believed that the onus of responsibility was on the brotherhood to move the grievance forward to arbitration within a reasonable period of time. He acknowledged the fact that no time limit is given in the Joint Statement of Issue quoted above for referring the matter to arbitration for final settlement, but "even when the pattern relating to arbitration is directory only" it was not considered reasonable for the brotherhood to wait 42 days before taking the second step in a pattern that provided only seven days for its first step. This would bring into disrepute the basic purpose agreed upon by both parties that grievances had to be processed as quickly as possible, he contended.

Although he would have preferred dealing with this matter on its merits, the arbitrator said, the point raised should be answered for future guidance to define what is intended by the applicable provisions.

The grievance was therefore disallowed.

Immigration to Canada in 1967

The total number of persons granted landed immigrant status during 1967 was 222,876, an increase of 14 per cent or 28,133 more than the 1966 total of 194,743, the Department of Manpower and Immigration reported recently.

Of these, 209,840 were immigrants newly arrived in Canada. In addition, landed immigrant status was granted to 13,036 persons who had entered Canada as visitors prior to July 1966 and were granted permanent admission during 1967.

The granting of landed immigrant status to persons already in Canada followed changes in immigration policy and regulations announced in July 1966 and September 1967 (L. G., Jan., p. 20). The changes made it possible for visitors and others already in Canada, who had previously not normally been able to apply, to seek landed immigrant status. The estimated number of immigrants under the new regulations was to be between 200,000 and 220,000.

In the total of arrivals and legally landed immigrants, there was a slight decrease in the number of persons from the two leading source countries, Britain and Italy. There was an increase from all other major sources: Britain, 62,420; Italy, 30,055; United States, 19,038; Germany, 11,779; Greece, 10,650; France, 10,122; and Portugal, 9,500.

The totals from Greece and Portugal included large numbers of nationals of those countries who were already in Canada when they were granted landed immigrant status.

Immigration from France has almost doubled in the past two years. The number of immigrants from France shows the highest increase of immigrants in any one year since completion of statistics by country was begun in 1940. The increase in 1967 was 28 per cent more than the previous year.

Immigration from Central America and the Caribbean during 1967 more than doubled over the previous year. There was an increase of about 50 per cent in the number of Asian immigrants, and a lesser increase from Africa.

Totals for these continental areas and Australasia were: Asia, 21,228; Central America and Caribbean, 9,005; Australasia, 6,179, and Africa, 4,608.

Ontario and Quebec continued to receive the major share of Canada's immigrants. Ontario received 116,850 or 52.6 per cent, Quebec 45,717 or 20.5 per cent, followed by British Columbia with 27,215 or 12.2 per cent, the three Prairie provinces with 28,071 or 12.6 per cent, and the Atlantic provinces with 4,859 or 2.1 per cent.

Just over 53 per cent of the total movement consisted of labour force entrants or 119,539 workers and 103,337 dependants or non-workers.

The workers included: manufacturing, mechanical and construction trades, 38,761; professional and technical, 30,853; clerical, 16,609; service and recreation, 10,716; labouring, 8,792; commercial and financial, 3,358; agriculture, 3,203; and managerial, 3,023.

Among men, those aged 25 to 29 made up the largest group of immigrants, for a total or 23,059. The largest number of women were in a younger age group, 20 to 24, and totalled 23,744.

Insurance Registrations And Other UIC Statistics

On December 31, 1967, insurance books or contribution cards had been issued to 5,038,878 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 394,447, a decrease of 592 since November 30.

During December, there were 11,266 investigations conducted by enforcement officers across Canada. Of these, 9,063 were spot checks of claims to verify the fulfilment of statutory conditions, and 547 were miscellaneous investigations. The remaining 1,656 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 349 cases, 136 against employers and 213 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 615.*

Revenue received by the Unemployment Insurance Fund in December totalled $36,406,398.89 compared with $33,395,-064.75 in November and $35,960,792.27 in December 1966.

Benefits paid in December totalled $26,580,681.74 compared with $19,886,-170.84 in November and $22,426,912.51 in December 1966.

The balance in the Fund on December 31 was $369,641,146.33 compared with $359,815,429.18 on November 30 and $287,012,486.25 on December 31, 1966.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received in the

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the Publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Automation — Labour Aspects

1. LITHOGRAPHERS AND PHOTOENGRAVERS INTERNATIONAL UNION. *Impact of Web Offset; a Union's Analysis of Employment, Growth, Trends.* [New York, n.d., 1967 ?]. Pp. 32.

2. McGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Human Values and Technological Change.* [*Seventeenth Annual Conference, May 16 and 17, 1967*]. Paul Weinberg, ed. Montreal, 1967. Pp. 107.

Partial contents: The impact of change on work and leisure values [by] Harold L. Wilensky. The worker: insecurity, fear and resistance to change [by] C. Roy Brookbank. Freedom in the age of technology [by] Jean Marchand. Modern approaches in managerial behaviour [by] Leonard Sayles. New directions in industrial relations in Canada; the professional employee [by] Peter Briant.

Automobiles

3. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Charges in the Motor Repairing and Servicing Industry.* London, HMSO, 1967. Pp. [38].

4. NEISSER, ALBERT C. *The Impact of the Canada-United States Automotive Agreement on Canada's Motor Vehicle Industry; a Study in Economics of Scale.* Ann Arbor, Mich., University Microfilms, 1967. Pp. 393.

Thesis (Ph.D.) — New School for Social Research, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

". . . The topic of this dissertation may be worded as follows: "Does the Canada-United States Automotive Agreement with its specific set of content rules enable the automotive industry in Canada to contribute more effectively than heretofore to high levels of employment, sustained economic growth, reasonable price stability, and a viable balance of payment position for Canada ?"'

Business

5. AMERICAN MANAGEMENT ASSOCIATION. *Marketing Harnesses the Computer.* New York, c1967. Pp. 40.

Tells how computers are used in selling and in marketing products.

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Investor Relations*, by Lowell LaPorte. New York, c1967. Pp. 58.

An analysis of how businesses conduct investor-relations programs, based on the practices and experiences of 245 companies. Considers such matters as the annual report and other stockholder communications, the conduct of the annual meeting, communicating with the financial community, information disclosure, etc.

7. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Carwash* [by] Myer R. Chidakel. Washington, GPO, 1967. Pp. 76.

"This booklet is intended to give the reader a general idea of what is required to start and manage a carwash, what he can expect in the way of problems and rewards, and where he can get more detailed information."

Collective Agreements

8. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Technological Change Provisions in the Manufacturing Industry in Nova Scotia.* [Halifax, 1967 ?] Pp. 17.

9. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Technological Change Provisions in Ontario Collective Agreements, Ten Manufacturing Industries*, by Dieter Plautz. Toronto, 1967. Pp. 72.

Contents: Organization of the study. Data. Analysis by agreement. Types of provisions: Advance notice and consultation. Changes in job content and rate of pay. Job security. Cushioning the impact of job change and job loss. Sharing in the gains of productivity.

Economic Conditions

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Economic Outlook in Canada, 1968; Report of an Economic Forum by the Conference Board in Canada, held at the University Club of Montreal, October 20, 1967.* Montreal, 1967. Pp. 87.

This report consists of prepared papers for consideration

and discussion by the Economic Forum participants, and an account of the general discussion. Some of the topics discussed included the cyclical picture, balance of payments, federal government spending, prices, costs and profits, cost-push inflation, wage-price guidelines, taxation, etc.

11. POSTAN, MICHAEL MOISSEY. *An Economic History of Western Europe, 1945-1964*. London, Methuen, 1967. Pp. [5], 382.

Contents: Part 1: Growth. High and smooth. Growthmanship. Employment and inflation. Trade. Investment. Innovation. Part 2: The changing shape. Contracting agriculture. Industrial regrouping. Ownership: democratic and public. Ownership: anonymous. The managers. The managed. Cui bono.

Economic Policy

12. BODKIN, RONALD GEORGE. *Price Stability and High Employment: the Options for Canadian Economic Policy; an Econometric Study*. Prepared by Ronald G. Bodkin [and others. Ottawa, Queen's Printer, 1967] Pp. 295.

This study examines "factors affecting price determination and the inter-relation between movements in prices and costs, and levels of productivity and incomes; . . . their relationship to sustained economic growth and to the achievement of high levels of employment and trade and rising standards of living; [and] the policies and experiences of other countries in this field and their relevance for Canada."

13. BRETON, ALBERT. *Discriminatory Government Policies in Federal Countries*. Montreal, Private Planning Association of Canada, 1967. Pp. 80.

Sponsored by the Canadian Trade Committee, Private Planning Association of Canada.

"Discriminatory government policies" refer to policies that "do not benefit everyone in the economy but are aimed at certain groups having particular characteristics in common." The government policies considered in this report are purchasing policies, selling policies, area development policies, research policies, and economic policies.

14. REUTHER, WALTER PHILIP. *Policies and Priorities or Progress: Statement of Walter P. Reuther, President of thef UAW and the Industrial Union Dept., AFL-CIO to the Joint Economic Committee of the Congress, February 20, 1967*. [Detroit, 1967] Pp. 60.

Title on cover: *The Economy in 1967*.

Education

15. CANADIAN EDUCATION ASSOCIATION. RESEARCH AND INFORMATION DIVISION. *The Policies of Canadian School Boards with Respect to Cumulative Sick Leave for Teachers, Maternity Leave, Sabbatical Leave, Leave of Absence for Study*. Toronto, 1963. Pp. 40.

16. ILLING, WOLFGANG M. *Enrolment in Schools and Universities, 1951-52 to 1975-76*, by Wolfgang M. Illing and Zoltan E. Zsigmond. Ottawa, Queen's Printer, 1967. Pp. 166.

"The main objective of this Staff Study [of the Economic Council of Canada] is to provide a complete and comprehensive set of Canadian school enrolment data for the period since 1951-52, and to sketch the possible dimensions of enrolment up to 1975-76." The information in this study covers elementary, secondary and post-secondary enrolment.

17. SORKIN, ALAN LOWELL. *Education, Ability and the Distribution of Wages*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 373.

Thesis (Ph.D.) — Johns Hopkins University, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

This thesis attempts to analyze some of the interrelationships between education, ability, and wage distribution. The author also analyzes "the relative importance of education as compared to mental ability in determining the average wage paid workers in each of several occupations." The relationships between education, ability and unemployment are also studied.

Employees — Training

18. AMERICAN MANAGEMENT ASSOCIATION. *The Case for Employee Education*, by Edward A. C. Dubois. New York, c1967. Pp. 15.

Suggests ways that an employee-education program may reduce labour turnover in a company.

19. AMERICAN MANAGEMENT ASSOCIATION. *Computer Systems Analysts; Problems of Education, Selection, and Training* [by] Frank Greenwood [and] Erwin M. Danziger. New York, c1967. Pp. 40.

"This study was undertaken to find out exactly what is being done to improve the performance and alleviate the shortage of systems analysts."

20. GREAT BRITAIN. PARLIAMENT. HOUSE OF COMMONS. ESTIMATES COMMITTEES. SUB-COMMITTEE ON ECONOMIC AFFAIRS. *Ninth Report from the Estimates Committee, together with the Minutes of the Evidence taken before the Sub-Committee on Economic Affairs, Appendices and Index, Session 1966-67. Manpower Training for Industry*. London, HMSO, 1967. Pp. xxvii, 268.

The Sub-Committee examined the present arrangements for industrial training in Great Britain, with particular reference to the Industrial Training Act.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Training Company Salesmen, a Survey*, by Morgan B. MacDonald, Jr. and Earl L. Bailey. New York, 1967. Pp. 62.

"Summarizes the current sales training practices of 276 companies in a variety of industries." Describes who has responsibility for training salesmen, methods of training experienced and unexperienced salesmen, and devices and techniques used in training.

Employment Management

22. AMERICAN MANAGEMENT ASSOCIATION. *Manpower Planning: an Emerging Staff Function* [by] Edwin B. Geisler. New York, 1967. Pp. 32.

The author quotes this definition of "manpower planning" by Eric W. Vetter: "Manpower planning is the process (including forecasting, developing, implementing, and controlling) by which a firm insures that it has the right number of people and the right kind of people, at the right places, at the right time, doing things for which they are economically most useful." The author outlines his concept of the responsibilities required for an effective staff manpower planning function.

23. McFARLAND, DALTON EDWARD. *Company Officers Assess the Personnel Function*. New York, American Management Association, 1967. Pp. 125.

An examination of the field of personnel management from the viewpoints of the personnel executives, the chief executives, and the operating executives, pointing out differences of opinion among the three groups of executives.

24. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Detailed Analysis of Regular Statistical Reports Made to Top Management*. New York, 1964. Pp. 276.

Supplement to *Personnel Audits and Reports to Top Management*, by Geneva Seybold.

"The tables in this supplement show the types of all reports that reach top management and how often all of the reports are submitted and received."

25. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Discount Privileges for Employees*, by Geneva Seybold. New York, 1967. Pp. 160.

"... Summarizes experience of 223 companies that are helping their more than 3 million employees to obtain products and services for less than the retail price."

26. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Overtime Pay for Exempt Employees*, by David A. Weeks. New York, 1967. Pp. 41.

Describes the prevalence of overtime pay plans for employees exempt from the U.S. Fair Labor Standards Act, in 673 manufacturing firms, utility companies, insurance companies, and banks. Two hundred and forty plans are analyzed to show what levels of employees are likely to be eligible for overtime pay, what hours are considered as "overtime hours," and what rates of pay are used.

Industrial Relations

27. CANADA. INQUIRY COMMISSION ON THE ST. LAWRENCE PORTS. *Report*, Ottawa, Canada Dept. of Labour, 1967. Pp. 192.

L. A. Picard, commissioner.

The Inquiry Commission was set up to look into working conditions, health and safety, job security, the calling up and recalling of men employed in longshoring and related trades at the ports of Montreal, Trois-Rivières and Quebec. The dispute under investigation involved the Shipping Federation of Canada and the International Longshoremen's Association.

CANADA. COMMISSION D'ENQUETE SUR LES PORTS DU SAINT-LAURENT. *Rapport*. Ottawa, Ministère du Travail du Canada, 1967. Pp. 228.

L. A. Picard, commissaire.

28. FARMER, GUY *Collective Bargaining in Transition* New York, Industrial Relations Counselors, 1967. 2 vols.

Contents: 1. Coalition bargaining balance. 2. Restoring the balance.

The author is a specialist in labour law and a former chairman of the U.S. National Labor Relations Board. The first part of the monograph deals with coalition bargaining, or co-ordinated bargaining by unions against particular companies or industries, which results in an imbalance in bargaining, in the author's opinion. The second part of the monograph suggests reforms in U.S. labour laws "... to correct abuses of union power, to reaffirm the rights of employees, to restore the legitimate rights of management, and to re-establish equality of bargaining power."

29. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 5th, 1966. *The Fifth Nova Scotia Labour-Management Agreement; Proceedings and Addresses ... November 17-18, 1966*. Halifax, Institute of Public Affairs, Dalhousie University, 1966. Pp. 88.

Contents: Review and future plans: moratorium extension, labour standards and joint labour-management goals in Nova Scotia. Effect of recent amendments to the Nova Scotia Trade Union Act. The value of a union in an enterprise. Collective bargaining and the national interest. Injunctions, with particular reference to *Ex Parte* injunctions. The [Canada] Department of Manpower and Immigration. Observations for the Joint Labour-Management Study Committee. The Fifth Agreement. Appendix contains texts of previous four agreements.

30. McGILLIVRAY, PATRICK JOSEPH. *Social Organisation and Employee Rights*. Ann Arbour, Mich., University Microfilms, 1967. Pp. 282.

Thesis (Ph.D.) — University of California, Berkeley, 1966.

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Contents: The employment relationship and the industrial context. The nature of employee rights: uniformities and variations in patterns of employee rights. The means of enforcement: power and procedure in grievance-negotiation. Skill and discontinuous employment: collective and individual rights in the construction and stevedoring industries. Employment continuity in the entrepreneurial setting: union power and impediments to the development of employee rights. Employee rights in a beaureaucratic setting: small-scale manufacturing. Employee rights in a bureaucratic setting: large-scale manufacturing. Stages of industrial development and employee rights: some general observations.

31. NATIONAL CONFERENCE ON LABOUR-MANAGEMENT RELATIONS. 2nd, OTTAWA, 1967. *National Conference on Labour-Management Relations, Ottawa, Canada, March 21-22, 1967*. Convened by Economic Council of Canada. Ottawa, Queen's Printer, 1967. Pp. 321.

The two topics discussed at this second National Conference on Labour-Management were: "how to deal effectively and equitably with manpower adjustment problems arising from technological and other change; [and] how to improve communications so as to get a better exchange of information and views both between and within labour and management."

Labour Organization

32. GLASS, JUDITH CHANIN. *Conditions Which Facilitate Unionization of Agricultural Workers: a Case Study of the Salinas Valley Lettuce Industry*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 165.

Thesis (Ph.D.) — University of California, Los Angeles, 1966.

"This is an authorized facsimile ... produced by microfilm-xerography."

33. LIPTON, CHARLES. *The Trade Union Movement of Canada, 1827 [to] 1959*. Montreal, Canadian Social Publications Limited, 1967. Pp. 366.

34. MILLER, ROBERT WILBUR. *The Practice of Local Union Leadership; a Study of Five Local Unions* [by] Robert W. Miller, Frederick A. Zeller [and] Glenn W. Miller. Columbus, Ohio State University Press, 1965. Pp. xiv, 282.

This study reports on research carried out among five local unions in Columbus, Ohio. It describes how local union officers perform their responsibilities, how they represent their members, and, whether they are successful or not in carrying out their duties. The book concludes by discussing the implications of the findings for the future role of unionism.

35. PHILLIPS, PAUL ARTHUR. *No Power Greater: a Century of Labour in British Columbia*. Vancouver, Published by B.C. Federation of Labour, Boag Foundation, 1967. Pp. xiv, 189.

The author, Research Director of the British Columbia Federation of Labour, has written a history of trade unionism in British Columbia. The concluding section, titled, *The British Columbia labour movement: an interpretation*, sums up the author's conclusions and suggests long term trends in the B.C. labour movement. This book is issued by the British Columbia Federation of Labour as its Centennial Project.

Productivity of Labour

36. ATLANTIC PROVINCES ECONOMIC COUNCIL *Productivity, the Use of Human Resources, and the Income Gap*. Halifax, 1967. Pp. [32].

This pamphlet examines difference in personal income per capita between the Atlantic Provinces and Canada as a whole, the reasons for the income gap, and the influence of productivity on economic growth and income levels.

37. ERLICHMAN, SHMUEL. *The Attitude of Trade Unions towards Productivity, the Cases of Norway, Israel and Ghana.* Ann Arbor, Mich., University Microfilms, 1967. Pp. vii, 352.

Thesis (Ph.D.) — New School for Social Research, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .".

38. LITHWICK, NORMAN HARVEY. *Prices, Productivity, and Canada's Competitive Position.* Montreal, Private Planning Association of Canada, 1967. Pp. 24.

"Sponsored by the Canadian Trade Committee, Private Planning Association of Canada."

A comparison of productivity in the U.S. and Canada leads the author to conclude, "the only way to achieve equivalent standards of living for the nation as a whole is to increase rapidly the fundamental productivity of the Canadian economy."

39. MITCHELL, EDWARD J. *An Econometric Study of International and Interindustrial Differences in Labour Productivity.* Ann Arbor, Mich., University Microfilms, 1967. Pp. viii, 113p.

Thesis (Ph.D.) — University of Pennsylvania, 1966.

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Professional Workers

40. DICK, DIEDRICH. *The Geographic Mobility of the 1955 Class of Graduates from Canadian Universities in Science and Engineering.* Ottawa, Program Development Service, Dept. of Manpower and Immigration, 1967. Pp. 49.

The research for this study was begun in the Economics and Research Branch of the Canada Dept. of Labour and completed within the Department of Manpower and Immigration.

Title in French: La mobilité géographique de la promotion de 1955 des diplômés en sciences et en génie des universités canadiennes.

This is a study of the "geographical movements (interprovincial and international) of [the 1955 science and engineering graduates] (1) while being educated and (2) during employment from the time of graduation in 1955 up to the end of 1964, without reference to any other changes that might have accompanied the shifts in location of employment."

DYCK, DIEDRICH. *La mobilité géographique de la promotion de 1955 des diplômés en sciences et en génie des universités canadiennes.* Ottawa, Direction du Programme de la Formation. Ministère de la Main-d'œuvre et de l'Immigration [1967], Pp. 54.

"L'étude porte sur les mouvements géographiques (interprovinciaux et internationaux) de ces diplômés (a) durant leurs études et (b) durant leur vie active depuis la fin de leurs études en 1955 jusqu'au terme de 1964, indépendamment de tous autres changements ayant pu accompagner le changement de lieu d'emploi."

41. GREAT BRITAIN. WORKING GROUP ON MIGRATION. *The Brain Drain; Report.* London, HMSO, 1967. Pp. 124, [1].

Presented to Parliament by the Secretary of State for Education and Science and the Minister of Technology.

At head of title: Committee on Manpower Resources for Science and Technology.

F. E. Jones, chairman.

The Working Group examines the problem of engineers, technologists and scientists, "of first degree level or higher qualifications, who left the United Kingdom with the intention of remaining abroad for a year or more." The years under study were 1961 to 1966.

Regional Planning

42. REGIONAL SCIENCE ASSOCIATION. *Papers, Volume 18, 1967: European Congress, Vienna, 1966.* Philadelphia, Published by the Regional Science Association in co-operation with the Department of Regional Science, Wharton School, University of Pennsylvania, 1967. Pp. 242.

Contains most of the papers presented at the Sixth European meetings of the Regional Science Association, held at the University of Vienna, Vienna, Austria, August 1966. Partial contents: Game theory, location theory and industrial agglomeration [by] Walter Isard. Reflections on the formulation of regional policy [by] Joseph L. Fisher. The multisectoral interregional long-range planning problem [by] V. A. Mash. Mathematical model of international division of labour [by] Jerzy Mycielski. State and local government program budgeting [by] Werner Z. Hirsch. Matrix analysis of interregional population growth and distribution [by] Andrei Rogers. Some applications of geo-statistical methods in urban research [by] Arie Shachar. Some trends of Soviet regional studies [by] V. M. Gokhman and Yu. G. Lipets.

43. REGIONAL SCIENCE ASSOCIATION. *Papers, Volume 19, 1967: the St. Louis Meeting, November 1966.* Edited by Morgan D. Thomas. Philadelphia, Regional Science Association, Wharton School, University of Pennsylvania, 1967. Pp. 236.

Papers are listed under four headings: location theory, regional multipliers, regional development, and, urban and transportation.

Social Conditions

44. GOODMAN, LEONARD HAROLD, Ed. *Economic Progress and Social Welfare.* New York, Published for the National Conference on Social Welfare by Columbia University Press, 1966. Pp. xii, 233.

Papers presented at a workshop organized by the Bureau of Social Science Research under contract with the Welfare Administration, Dept. of Health, Education, and Welfare in Dec. 1965.

"Prepared for presentation at the 1966 Annual Forum of the National Conference on Social Welfare."

Contents: The setting for change in social welfare. Poverty, policy, and purpose: the dilemmas of choice. Administrative decisions and fund allocation in social welfare. Assessing effectiveness of methods for meeting social and economic problems. How much does the American system of transfers benefit the poor? Keeping the poor poor. Toward the measurement of social change: implications for progress. Social planning for economic abundance.

45. NATIONAL COUNCIL OF SOCIAL SERVICES. *Caring for People: Staffing Residential Homes; the Report of the Committee of Enquiry Set Up by the National Council of Social Service; Chairman Gertrude Williams.* London, Allen & Unwin, 1967. Pp. 222.

The Committee of Inquiry was appointed in October 1963 "to enquire into the recruitment and retention, training and field of work of the staff or residential accommodation, other than hospitals, designed for persons in need of care, whether short or long term, and whether provided by statutory authorities, voluntary bodies or otherwise, and to make recommendations."

Wages and Hours

46. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay of Electricity Supply Workers.* London, HMSO, 1967. Pp. 37.

47. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *1966 Wage Rates and Hours of Labour in Nova Scotia.* [October, 1966] Halifax, 1967. Pp. 96.

48. TUCKER, MURRAY ALLEN. *The Effects of Three Unions on Wage and Employment Structure*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 161.

Thesis (Ph.D.) — University of Pittsburgh, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography . . .."

". . . A comparison of policies and practices of three large American unions [United Steelworkers of America, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and the International Association of Machinists and Aerospace Workers] and how these policies and practices affect forces of technological change and ultimately relate to the labor market upon which these unions have some effect."

Women

49. LIFTON, ROBERT JAY, Ed. *The Woman in America*. Boston, Houghton, Mifflin, 1965. Pp. ix, 293.

Most of these essays first appeared in the Spring 1964 issue of Daedalus and are the result of the Daedalus conference on women held at the House of the American Academy of Arts and Sciences, Boston.

The various papers in this volume consider five questions: "What in woman may be said to be enduring, and what is subject to social and historical modification? To what extent is woman's psychological life determined by her anatomy and biology, and to what extent can we speak of a specific feminine psychology? What opportunities does American society hold out to its women, and are these appropriate to their needs? What are the special problems and potential of the highly educated woman? Are there ways in which women can make special contributions toward the particularly grave dilemmas which now confront the world?" Two papers consider the lives of Jane Addams and of Eleanor Roosevelt.

50. U.S. CHILDREN'S BUREAU. *Homemaker Service; How it Helps Children*. Washington, GPO, 1967. Pp. 24.

Miscellaneous

51. BELLAN, RUEBEN C. *Principles of Economics and the Canadian Economy*. 3d ed. Toronto, McGraw-Hill, 1957. Pp. 593.

". . . The book contains descriptions of Canada's money supply, its banking system, its national income, its pattern of international trade, its trade union organizations, and the business cycles which it has experienced; Canadian government policy is described in respect to agricultural price supports, the restraint of monopoly, tariffs, trade union privileges, international assistance, and economic stabilization." As well, information dealing with other matters is included.

52. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. *Career Decisions of Youth, a Compilation of Basic Data*. Study conducted by Raymond Breton [and] John C. McDonald. Volume 1, 1967. Ottawa, Queen's Printer, 1967. Pp. 203.

On cover: Career decisions project.

Title in French: Projets d'avenir des étudiants canadiens, sommaire des données fondamentales.

Cover title in French: Projets d'avenir des étudiants.

"The study was initiated in 1964 under the co-operative auspices of the Canadian Department of Labour and the Provincial Departments of Education, and has been carried forward by the Department of Manpower and Immigration." Cf. Preface, p. iii, v. 1, 1967.

CANADA. MINISTERE DE LA MAIN D'OEUVRE ET DE L'IMMIGRATION. *Projets d'avenir des étudiants canadiens, sommaire des données fondamentales. Volume 1, 1967.* Etude dirigée par Raymond Breton [et] John C. McDonald. Ottawa, Imprimeur de la Reine, 1967. Pp. 204.

"Projets d'avenir des étudiants."

53. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Prices of Aluminium Semi-Manufactures*. London, HMSO, 1967. Pp. [34].

54. ILLING, WOLFGANG M. *Population, Family, Household and Labor Force Growth to 1980*, by Wolfgang M. Illing, with technical contributions by Yoshiko Kasahara, Frank T. Denton and M. V. George. Ottawa, Queen's Printer, 1967. Pp. 101.

55. ONTARIO. ROYAL COMMISSION IN THE MATTER OF THE WORKMEN'S COMPENSATION ACT. *Report*. Toronto, Ontario Dept. of Labour, 1967. Pp. 217.

Mr Justice George A. McGillivray, commissioner.

The Commissioner was appointed "to enquire into and make recommendations regarding the Workmen's Compensation Act upon subjects other than detail administration." Some of the matters which are touched on in this report are compensation, claims adjudication, the Workmen's Compensation Board, classification and assesment of employers, medical matters, apparatus and clothing; industrial diseases, accident prevention, etc.

56. TARNOPOLSKY, WALTER SURMA. *The Canadian Bill of Rights*. Toronto, Carswell Co., 1966. Pp. xxix, 246.

Partial contents: The distribution of legislative power with respect to civil liberties. The entrenchment question and the Canadian Bill of Rights. The effect of the Canadian Bill of Rights on Canadian law. Policical civil liberties and the Canadian Bill of Rights. Economic civil liberties and the Canadian Bill of Rights. Legal civil liberties and the Canadian Bill of Rights. The egalitarian civil liberties and the Canadian Bill of Rights. The War Measures Act and the Canadian Bill of Rights.

57. U.S. BUREAU OF LABOR STANDARDS. *The Consultative Approach for Safety Promotion*. Washington, GPO, 1967. Pp. 19.

Law, Labour and Liberty

Continued from page 267

defying the law and inviting repression, although the particular injunctions in question were by no means glaring instances of abuse . . . ."

As a result of labour's campaign in the human rights field, an effective administrative agency had been established "functioning under a clearly drafted statute, the Ontario Human Rights Code." This, the speaker suggested, ought to be labour's goal "in the matters that are of concern to this conference," adding, "Surely you must heed the advice I know you have already received, to draw up a clearly stated, defensible, and realistically attainable program of legislation."

In conclusion, Prof. Arthurs said, "As a labour neutral who is keenly aware of his own limitations as a mediator, I feel that the risks of having an unworkable system of compulsory arbitration are so great that they demand an end to slogan-mongering, and a beginning to realistic acceptance of the need to build the best possible arbitration mechanism. As a citizen who cherishes civil disobedience as a last-ditch defence against dictatorship, I resent its unnecessary and ineffectual use in a free society where other techniques of protest and challenge remain untested."

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	February 17	7,589	+ 0.3	+ 2.9
Employed	February 17	7,107	+ 0.1	+ 1.8
Agriculture	February 17	436	− 5.0	− 0.2
Non-agriculture	February 17	6,671	+ 0.5	+ 2.0
Paid workers	February 17	6,154	+ 0.4	+ 2.1
At work 35 hours or more	February 17	5,749	+ 1.7	+ 0.1
At work less than 35 hours	February 17	1,090	− 4.0	+ 9.5
Employed but not at work	February 17	268	−13.8	+ 9.8
Unemployed	February 17	482	+ 3.9	+21.7
Atlantic	February 17	67	0.0	+ 8.1
Quebec	February 17	179	+ 7.8	+20.1
Ontario	February 17	130	+ 8.3	+28.7
Prairie	February 17	48	− 7.7	+23.1
Pacific	February 17	58	− 1.7	+28.9
Without work and seeking work	February 17	443	+ 6.2	+23.4
On temporary layoff up to 30 days	February 17	39	−17.0	+ 5.4
INDUSTRIAL EMPLOYMENT (1961 = 100)	November	124.2	− 0.5	+ 0.3
Manufacturing employment (1961 = 100)	November	123.2	− 0.1	− 1.5
IMMIGRATION	Year 1967	222,876	−	+14.4
Destined to the labour force	Year 1967	119,539	−	+20.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	February	76	+35.7	+13.4
No. of workers involved	February	49,069	+148.4	−43.7
Duration in man days	February	590,840	+184.9	+20.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	November	$105.18	+ 0.1	+ 6.4
Average hourly earnings (mfg.)	November	$ 2.46	+ 0.4	+ 6.5
Average hours worked per week (mfg.)	November	40.7	− 0.3	− 0.7
Average weekly wages (mfg.)	November	$ 99.93	+ 0.1	+ 5.8
Consumer price index (1949 = 100)	February	152.7	+ 0.1	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)	November	114.2	− 0.5	+ 1.7
Total labour income (thousands of dollars)	November	2,774	− 0.4	+ 8.2
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	December	287.9	− 3.7	+ 4.3
Manufacturing	December	250.6	− 5.3	+ 2.7
Durables	December	263.2	− 3.6	+ 4.5
Non-durables	December	239.9	− 6.8	+ 1.1
NEW RESIDENTIAL CONSTRUCTION†				
Starts	January	7,691	−12.2	+40.3
Completions	January	8,464	−13.3	− 2.7
Under construction	January	81,809	− 1.0	+19.9

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force
B-1 — Labour Income
C-1 to C-7 — Employment, Hours and Earnings
D-1 to D-4 — Manpower Division
E-1 to E-4 — Unemployment Insurance
F-1 and F-2 — Prices
G-1 to G-4 — Strikes and Lockouts

A — Labour Force

TABLE A-1 — Regional Distribution, Week Ended February 17, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,589	614	2,133	2,823	1,247	772
Men	5,228	427	1,490	1,919	865	527
Women	2,361	187	643	904	382	245
14-19 years	721	64	203	244	135	75
20-24 years	1,086	109	349	365	168	95
25-44 years	3,287	232	939	1,264	511	341
45-64 years	2,290	190	592	871	396	241
65 years and over	205	19	50	79	37	20
EMPLOYED	7,107	547	1,954	2,693	1,199	714
Men	4,825	367	1,334	1,820	824	480
Women	2,282	180	620	873	375	234
Agriculture	436	21	85	121	189	20
Non-agriculture	6,671	526	1,869	2,572	1,010	694
Paid workers	6,154	476	1,716	2,404	928	630
Men	4,045	314	1,148	1,580	588	415
Women	2,109	162	568	824	340	215
UNEMPLOYED	482	67	179	130	48	58
Men	403	60	156	99	41	47
Women	79	*	23	31	*	11
PERSONS NOT IN LABOUR FORCE	6,526	710	1,934	2,198	1,054	630
Men	1,766	228	516	557	296	169
Women	4,760	482	1,418	1,641	758	461

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2 — Age, Sex and Marital Status, Week Ended February 17, 1968

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,115	2,341	4,000	1,111	4,122	1,051	1,490
LABOUR FORCE	7,589	721	3,802	877	1,248	736	205
Employed	7,107	634	3,593	759	1,217	710	194
Unemployed	482	87	209	118	31	26	11
NOT IN LABOUR FORCE	6,526	1,620	198	234	2,874	315	1,285
PARTICIPATION RATE†							
1968—February 17	53.8	30.8	95.0	78.9	30.3	70.0	13.8
January 13	53.7	30.5	95.2	79.5	30.1	69.8	13.5
UNEMPLOYMENT RATE‡							
1968—February 17	6.4	12.1	5.5	13.5	2.5	3.5	5.4
January 13	6.1	12.3	5.3	12.6	2.1	3.5	5.5

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3 — Unemployed, Week Ended February 17, 1968

	February 1968	January 1968	February 1967
	(in thousands)		
TOTAL UNEMPLOYED	482	464	396
On temporary layoff up to 30 days	39	47	37
Without work and seeking work	443	417	359
Seeking			
Full-time work	426	400	344
Part-time work	17	17	15
Under 1 month	99	134	96
1-3 months	222	195	177
4-6 months	79	51	57
More than 6 months	43	37	29

SOURCE: Labour Force Survey, DBS.

B — Labour Income

TABLE B-1 — Estimates of Labour Income, by Industry

Annual Revision

Year and Month	Mining	Manufacturing†	Transportation, Storage and Communication	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,580	2,815	431	2,551	563	4,526	10,199	1,688	32,430
1966—October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	131.3	2,617.5
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	126.6	2,587.9
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	138.5	2,532.9
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	123.9	2,521.2
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	140.3	2,543.1
March	66.4	697.0	220.4	29.9	187.6	43.7	360.3	817.5	142.3	2,579.8
April	64.6	701.1	226.0	28.0	201.2	44.2	366.8	829.7	145.0	2,624.1
May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	142.0	2,687.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	146.2	2,772.1
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	148.7	2,757.9
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	147.5	2,788.0
September	68.7	739.8	243.2	43.5	238.1	50.1	386.8	890.3	140.9	2,830.0
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	142.8	2,812.0
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	137.4	2,795.3
December*	69.3	716.9	231.4	30.8	182.4	50.1	403.4	886.2	131.4	2,718.4
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,317	378	1,962	455	3,714	8,044	1,117	26,179
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total*	813	8,580	2,815	431	2,551	563	4,526	10,199	1,688	32,430
1966—October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	133.8	2,551.7
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	134.6	2,567.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	135.6	2,587.6
1967—January	64.8	696.7	225.5	38.7	224.2	44.0	361.8	803.8	135.8	2,617.5
February	65.5	700.4	227.8	37.8	218.5	44.4	363.5	807.1	136.7	2,623.2
March	66.1	702.5	232.7	37.4	218.5	45.4	368.7	821.6	137.8	2,651.9
April	67.3	706.6	230.3	39.1	223.8	45.2	371.1	827.7	138.6	2,671.3
May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	139.3	2,676.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	140.2	2,696.4
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	141.3	2,713.5
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	142.2	2,734.7
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	142.9	2,751.3
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	143.4	2,745.7
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	144.8	2,770.2
December*	69.5	730.3	237.2	33.2	209.1	50.4	389.8	890.7	145.6	2,778.0

*Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at November 1967, employers in the principal non-agricultural industries reported a total employment of 3,653,073. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1 — Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October*	124.8	134.3	105.10	123.3	134.1	109.32
November†	124.2	134.4	105.18	123.2	134.3	109.56

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2 — Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	120.2	121.8	119.5	85.77	86.13	81.14
Newfoundland	127.8	130.0	129.1	92.67	93.22	87.52
Prince Edward Island	137.2	136.6	133.2	68.79	70.17	65.08
Nova Scotia	116.3	116.7	115.7	83.24	82.97	79.24
New Brunswick	118.3	121.3	116.6	85.80	86.59	80.60
Quebec	120.7	122.5	121.5	104.15	103.87	97.80
Ontario	127.1	126.3	126.9	108.31	108.23	101.99
Prairie Region	122.6	123.9	119.0	98.86	99.04	92.13
Manitoba	116.9	118.0	114.2	94.50	94.65	86.17
Saskatchewan	122.7	125.0	119.3	98.11	97.37	91.38
Alberta	127.4	128.4	123.0	102.57	103.15	97.19
British Columbia	127.7	129.4	127.0	116.34	116.40	108.84
CANADA	124.2	124.8	123.8	105.18	105.10	98.81
URBAN AREAS						
St. John's	147.1	150.2	143.6	82.26	82.39	78.54
Halifax	118.1	115.3	113.2	86.62	86.02	79.76
Sydney	102.6	102.0	102.5	95.14	95.17	94.22
Moncton	124.8	121.0	125.5	79.64	81.40	74.32
Saint John	111.4	109.5	106.2	84.18	88.77	79.52
Chicoutimi	106.8	109.6	113.0	124.18	122.07	119.03
Montreal	123.4	125.0	124.0	105.09	104.97	98.81
Quebec	118.1	117.2	118.2	90.59	89.66	84.12
Shawinigan	95.6	96.4	108.8	105.85	104.66	103.93
Sherbrooke	118.8	118.3	121.5	87.78	88.54	83.25
Trois-Rivières	115.3	116.2	119.1	98.78	97.61	95.67
Ottawa-Hull	125.4	125.5	121.0	98.05	97.96	91.21
Belleville	117.2	117.2	118.6	91.80	91.63	87.14
Brampton	260.7	257.5	246.1	106.25	106.20	103.15
Brantford	133.1	133.5	139.0	101.20	102.58	93.86
Fort William-Port Arthur	124.4	126.1	129.8	103.86	103.61	99.59
Guelph	138.2	137.5	135.5	97.96	97.51	92.15
Hamilton	121.2	120.7	126.4	110.64	111.03	104.71
Kingston	121.2	121.9	125.4	101.95	101.63	96.23
Kitchener	144.5	143.3	146.8	96.09	95.55	89.48
London	124.7	125.5	125.8	98.82	99.03	93.90
Niagara Falls	109.0	113.5	110.9	101.40	98.21	99.19
Oshawa	141.3	140.1	139.8	128.21	131.76	117.57
Peterborough	137.6	136.3	135.7	111.43	111.49	104.68
Sarnia	129.5	127.5	130.8	134.40	133.12	133.70
Sault Ste. Marie	117.7	119.2	123.7	118.90	121.86	116.36
Sudbury	110.5	110.4	104.6	130.36	127.67	116.97
St. Catharines	147.2	144.8	145.9	116.23	115.88	108.22
Timmins	81.9	81.3	90.9	95.42	94.77	101.91
Toronto	129.4	127.8	127.4	109.05	108.45	102.65
Welland	109.9	108.7	113.6	122.36	122.65	119.03
Windsor	150.6	146.8	155.0	119.83	121.07	115.31
Winnipeg	119.9	120.0	118.4	88.56	88.97	81.67
Regina	121.9	123.4	120.6	92.85	92.78	88.60
Saskatoon	149.1	151.1	134.2	93.69	93.98	82.82
Calgary	138.0	138.5	128.8	102.63	103.30	90.67
Edmonton	133.9	134.7	124.3	96.33	97.09	104.03
Vancouver	128.7	129.5	126.4	111.48	111.41	91.12
Victoria	126.5	125.8	130.7	99.97	98.07	95.83

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3 — Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Nov. 1967†	74.4	117.9	1,624.5	828.3	796.1	368.6	654.1	972.7	266.2	574.2	4,652.7
Oct. 1967*	79.3	118.2	1,626.8	834.6	792.2	394.5	659.7	952.5	266.0	588.8	4,685.8
Nov. 1966	80.4	116.1	1,645.4	834.4	811.0	385.9	648.4	950.3	247.6	543.8	4,617.7
NEWFOUNDLAND											
Nov. 1967†	3.2	5.6	12.0	9.5	2.5	10.7	16.8	16.7	1.8	6.4	73.3
Oct. 1967*	3.7	5.5	12.4	9.9	2.6	11.6	16.2	16.6	1.8	6.7	74.6
Nov. 1966	4.0	5.9	12.0	9.8	2.2	11.4	15.0	16.0	1.6	6.8	72.7
PRINCE EDWARD ISLAND											
Nov. 1967†	0.1	—	2.6	2.2	0.4	2.0	3.0	4.0	0.6	1.6	13.9
Oct. 1967*	0.1	0.1	2.8	2.3	0.5	2.2	2.9	3.9	0.6	1.8	14.3
Nov. 1966	0.1	0.1	2.8	2.3	0.5	1.8	3.0	4.0	0.6	1.6	13.9
NOVA SCOTIA											
Nov. 1967†	2.4	7.5	33.3	17.8	15.5	12.8	21.5	30.2	6.3	12.9	126.8
Oct. 1967*	2.5	7.3	34.1	18.3	15.8	13.4	21.1	29.7	6.3	13.2	127.7
Nov. 1966	2.4	7.5	33.5	17.3	16.2	14.5	21.2	29.6	6.0	12.3	127.0
NEW BRUNSWICK											
Nov. 1967†	8.5	2.5	27.5	16.9	10.6	10.1	21.3	24.2	4.3	9.9	108.2
Oct. 1967*	9.1	2.7	28.2	17.6	10.7	11.4	21.8	23.5	4.2	10.5	111.5
Nov. 1966	8.8	2.3	25.2	16.2	9.0	11.4	21.4	24.2	4.2	9.4	107.0
QUEBEC											
Nov. 1967†	26.2	25.8	506.5	311.1	195.4	85.1	181.6	242.8	73.9	155.2	1,297.1
Oct. 1967*	29.1	26.3	509.7	312.9	196.9	93.2	182.6	239.4	74.1	163.2	1,317.7
Nov. 1966	29.8	26.4	509.1	313.1	196.0	105.0	177.6	240.9	71.2	145.3	1,305.3
ONTARIO											
Nov. 1967†	12.4	34.4	813.7	361.2	452.6	140.9	212.7	383.8	117.0	226.5	1,941.5
Oct. 1967*	12.5	34.4	807.5	361.9	445.6	147.0	213.9	374.0	117.1	230.3	1,936.7
Nov. 1966	13.1	33.6	824.4	363.4	461.0	142.4	213.9	373.5	106.9	214.5	1,922.4
MANITOBA											
Nov. 1967†	0.9	6.4	46.4	26.8	19.6	16.5	45.2	54.6	12.3	28.2	210.5
Oct. 1967*	0.9	6.5	47.3	27.3	20.0	17.9	46.7	53.2	12.2	28.4	213.1
Nov. 1966	1.2	5.5	47.4	28.1	19.3	14.1	46.4	53.5	11.9	27.5	207.4
SASKATCHEWAN											
Nov. 1967†	0.2	5.3	15.2	9.7	5.5	16.4	26.9	38.8	8.2	17.6	128.7
Oct. 1967*	0.2	5.3	15.5	9.8	5.8	17.9	27.3	38.4	8.2	17.9	130.7
Nov. 1966	0.2	5.1	14.7	9.7	5.0	14.6	26.9	37.5	7.7	16.7	123.5
ALBERTA											
Nov. 1967†	1.5	18.8	51.6	26.0	25.6	37.9	48.7	77.2	16.1	47.3	299.2
Oct. 1967*	1.7	18.6	51.8	26.3	25.4	40.1	49.7	75.7	15.9	47.0	300.5
Nov. 1966	2.3	18.1	53.9	26.7	27.2	33.2	48.4	75.0	14.6	43.7	289.2
BRITISH COLUMBIA											
Nov. 1967†	19.0	9.5	115.6	47.2	68.4	35.8	75.4	100.0	25.7	67.4	448.4
Oct. 1967*	19.3	9.6	117.4	48.4	69.0	39.2	76.2	97.7	25.6	68.7	453.8
Nov. 1966	18.3	9.7	122.3	47.7	74.5	37.0	73.7	95.7	23.0	65.0	444.8

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4 — Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	108.5	108.6	106.7	133.42	132.52	123.45
Metals	103.4	103.3	103.1	133.04	131.76	124.17
Mineral fuels	104.4	103.2	101.2	139.74	139.79	128.16
Non-metals except fuels	117.0	117.4	109.1	124.19	123.21	115.39
Quarries and sand pits	114.2	120.6	131.1	110.20	113.82	108.78
Services incidental to mining	137.3	139.1	131.2	142.66	140.89	126.24
MANUFACTURING	123.2	123.3	125.1	109.56	109.32	103.03
Durable goods	134.0	133.1	137.0	118.06	117.74	111.41
Non-durable goods	114.5	115.4	115.6	101.53	101.49	95.06
Food and beverages	110.9	113.9	110.9	95.62	95.40	88.88
Foods	110.5	113.8	111.1	92.37	92.37	85.71
Beverages	113.7	114.6	109.5	115.29	114.17	103.62
Tobacco processing and products	116.1	95.7	114.6	103.53	111.21	95.81
Rubber products	124.2	124.7	126.5	114.33	114.50	104.92
Leather products	98.9	98.5	102.3	73.51	71.66	68.73
Textile products	117.7	117.5	121.2	90.29	90.44	84.72
Knitting mills	110.5	110.3	115.7	70.24	69.67	66.16
Clothing	108.5	109.5	113.2	66.73	67.10	62.07
Wood products	103.8	104.2	109.4	100.21	98.72	91.68
Furniture and fixtures	130.1	131.1	134.6	90.56	89.91	85.06
Paper and allied industries	117.2	118.8	118.2	127.93	128.31	121.82
Printing, publishing and allied industries	115.0	114.8	112.9	114.34	114.53	108.65
Primary metal industries	121.8	122.2	124.9	130.39	130.94	124.32
Metal fabricating industries	132.8	134.8	137.0	114.50	114.32	109.71
Machinery, except electrical	147.1	145.5	150.8	122.92	123.45	117.16
Transportation equipment	157.7	149.7	155.9	130.10	129.97	121.99
Electrical products	145.5	145.8	149.3	111.78	111.01	105.87
Non-metallic mineral products	120.7	122.3	124.2	115.99	117.12	109.30
Petroleum and coal products	101.7	102.1	99.8	162.06	160.70	151.05
Chemicals and chemical products	119.1	119.2	117.4	123.95	123.67	117.89
Miscellaneous manufacturing industries	135.7	136.6	137.0	95.10	94.29	88.70
CONSTRUCTION	124.9	132.6	138.8	135.16	134.74	126.43
Building	130.5	135.1	139.1	132.97	131.79	123.43
Engineering	115.4	128.5	138.2	139.46	140.13	132.25
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	111.4	112.4	108.3	116.15	115.92	106.87
Transportation	108.5	109.9	104.8	114.77	114.80	106.22
Storage	117.3	117.6	117.1	103.25	100.74	96.44
Communication	117.1	117.6	117.2	110.83	110.95	101.13
TRADE	132.3	128.8	129.1	81.29	81.83	76.77
Wholesale trade	122.7	123.2	120.5	102.41	102.12	97.30
Retail trade	137.7	131.9	134.0	70.84	71.31	66.38
FINANCE, INSURANCE AND REAL ESTATE	128.9	128.6	122.1	99.72	99.13	94.31
Financial institutions	131.8	131.2	126.0	96.84	96.57	91.74
Insurance and real estate	125.0	125.1	116.6	103.79	102.74	98.21
SERVICE	152.9	158.6	142.5	77.08	76.44	72.15
Recreational services	130.0	140.9	129.0	67.26	67.16	61.71
Business services	167.6	168.4	163.6	118.92	117.81	110.33
Personal services	141.8	145.9	132.0	56.18	55.86	54.17
Miscellaneous services	184.7	199.2	159.5	85.36	85.21	77.24
INDUSTRIAL COMPOSITE	124.2	124.8	123.8	105.18	105.10	98.81

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5 — Hours and Earnings, Hourly-Rated Wages Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.2	42.5	2.92	2.90	2.69	123.58	122.34	114.18
Metals	41.5	41.2	41.5	3.06	3.04	2.83	127.02	125.22	117.45
Mineral fuels	44.1	43.9	44.4	2.42	2.42	2.26	106.82	106.29	100.49
Non-metals, except fuels	43.3	43.2	43.1	2.76	2.73	2.54	119.44	117.83	109.32
Quarries and sand pits	46.8	49.3	49.7	2.30	2.28	2.14	107.47	112.54	106.43
Services incidental to mining	42.1	41.9	42.0	3.23	3.22	2.90	135.86	134.66	121.85
MANUFACTURING	40.7	40.8	41.0	2.46	2.45	2.31	99.93	99.88	94.43
Durable goods	41.4	41.4	41.7	2.65	2.64	2.49	109.64	109.35	103.99
Non-durable goods	39.9	40.1	40.2	2.26	2.26	2.11	90.23	90.61	84.75
Food and beverages	39.3	40.0	39.8	2.17	2.15	2.00	85.35	85.91	79.62
Foods	39.1	39.9	39.7	2.11	2.09	1.94	82.49	83.26	76.90
Beverages	40.8	40.7	41.1	2.63	2.62	2.47	107.38	106.68	101.40
Tobacco processing and products	38.4	36.8	38.1	2.41	2.74	2.28	92.55	100.85	86.83
Rubber products	42.3	42.4	41.6	2.55	2.56	2.35	107.78	108.38	97.90
Leather products	40.1	38.9	39.8	1.68	1.68	1.58	67.39	65.24	62.98
Textile products	41.8	41.8	41.9	1.90	1.91	1.80	79.63	79.77	75.25
Miscellaneous textiles	40.3	41.3	39.8	1.80	1.84	1.66	72.46	76.12	65.90
Knitting mills	41.5	41.2	41.4	1.50	1.50	1.42	62.28	61.85	58.82
Clothing	36.9	37.1	36.8	1.62	1.63	1.52	60.00	60.62	55.96
Wood products	40.7	40.4	40.4	2.35	2.33	2.17	95.70	94.15	87.84
Furniture and fixtures	42.8	42.6	43.1	1.96	1.96	1.84	83.84	83.45	79.15
Paper and allied industries	41.2	41.5	41.6	2.91	2.91	2.75	119.83	120.95	114.58
Pulp and Paper mills	41.2	41.5	41.5	3.19	3.19	3.04	131.45	132.25	126.10
Printing, publishing and allied industries	38.5	38.6	38.9	2.90	2.90	2.75	111.54	111.71	107.30
Primary metal industries	40.3	40.7	40.8	3.02	3.00	2.87	121.42	122.37	117.21
Iron and steel mills	39.2	39.9	40.0	3.14	3.15	3.02	123.14	125.46	120.80
Metal fabricating industries	41.3	41.4	42.1	2.59	2.60	2.46	107.14	107.44	103.66
Machinery, except electrical	41.0	41.3	42.4	2.77	2.77	2.59	113.54	114.43	109.89
Transportation equipment	42.2	42.3	42.0	2.90	2.88	2.72	122.29	121.80	114.48
Aircraft and parts	42.0	41.8	42.7	2.86	2.87	2.68	120.28	120.09	114.62
Motor vehicles	42.5	42.8	41.7	2.99	2.97	2.82	127.07	127.27	117.44
Assembling	43.7	45.2	42.6	3.17	3.20	3.02	138.44	144.48	128.60
Parts and accessories	41.5	40.9	41.0	2.88	2.83	2.69	119.35	116.03	110.13
Shipbuilding and repairing	41.3	41.1	42.2	2.80	2.80	2.59	115.55	115.23	109.60
Electrical products	40.8	40.5	41.5	2.40	2.39	2.25	97.83	96.85	93.35
Communications equipment	40.3	39.9	41.2	2.30	2.31	2.17	92.69	92.08	89.34
Non-metallic mineral products	43.1	43.7	43.2	2.55	2.55	2.39	109.94	111.40	103.02
Petroleum and coal products	43.3	42.6	42.6	3.49	3.47	3.27	151.07	147.99	139.25
Chemical and chemical products	40.8	41.0	41.1	2.65	2.64	2.50	108.18	108.25	102.58
Miscellaneous manufacturing industries	40.9	40.8	41.2	1.99	1.98	1.84	81.31	80.68	75.91
CONSTRUCTION	41.9	42.2	42.5	3.19	3.15	2.94	133.59	133.02	124.82
Building	40.2	40.3	40.7	3.28	3.23	3.00	131.69	130.03	121.94
General contractors	40.0	39.9	40.3	3.13	3.10	2.89	125.28	123.50	116.58
Special trade contractors	40.4	40.6	41.1	3.40	3.35	3.09	137.16	135.92	126.97
Engineering	45.4	45.6	46.0	3.03	3.03	2.84	137.34	138.41	130.52
Highways, bridges and streets	46.0	46.2	46.2	2.52	2.50	2.32	115.97	115.58	107.00
Other engineering	44.8	45.1	45.8	3.53	3.60	3.25	158.22	162.05	148.72
OTHER INDUSTRIES									
Urban transit	41.1	42.2	42.4	3.05	3.07	2.75	125.29	129.76	116.56
Highway and bridge maintenance	38.8	40.3	39.6	2.29	2.27	2.04	88.74	91.66	80.68
Laundries, cleaners and pressers	39.0	39.3	39.0	1.42	1.41	1.35	55.53	55.39	52.68
Hotels, restaurants and taverns	33.5	33.6	34.4	1.43	1.42	1.35	47.98	47.76	46.30

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6 — Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1966—November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October*	40.8	2.45	99.88	134.2	114.8
November†	40.7	2.46	99.93	134.2	114.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7 — Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Nov. 1967	Oct. 1967	Nov. 1966	Nov. 1967	Oct. 1967	Nov. 1966
				$	$	$
Newfoundland	38.9	42.7	40.3	2.14	2.12	2.03
Nova Scotia	39.3	39.4	40.6	1.97	1.96	1.88
New Brunswick	41.1	42.1	40.8	2.03	2.07	1.92
Quebec	41.5	41.4	42.0	2.21	2.21	2.07
Ontario	40.7	41.0	40.9	2.58	2.57	2.42
Manitoba	39.7	39.8	39.6	2.20	2.20	2.01
Saskatchewan	40.0	39.5	40.1	2.57	2.52	2.36
Alberta	39.2	39.8	39.6	2.51	2.50	2.34
British Columbia	37.8	37.4	38.0	3.12	3.10	2.88

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003),

D — Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E — Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1 — Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—November	4,841,000	4,504,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
1966—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4 — Benefit Payments, by Province, December 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	44,540	1,168,375
Prince Edward Island	5,640	139,898
Nova Scotia	42,848	1,038,394
New Brunswick	40,497	1,020,903
Quebec	300,554	7,939,978
Ontario	349,832	8,987,781
Manitoba	40,115	1,056,765
Saskatchewan	29,903	785,634
Alberta	42,267	1,118,155
British Columbia	122,716	3,324,799
Total, Canada, December 1967	1,018,912	26,580,682
Total, Canada, November 1967	784,131	19,886,170
Total, Canada, December 1966	904,070	22,426,912

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3 — Initial and Renewal Claims for Benefit, by Province, December 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	16,944	14,398	2,546	14,945	12,994	1,951	5,301
Prince Edward Island	3,671	3,290	381	3,402	3,093	309	995
Nova Scotia	13,963	11,053	2,910	12,022	10,211	1,811	4,761
New Brunswick	14,863	12,487	2,376	13,358	11,364	1,994	5,747
Quebec	83,960	59,431	24,529	77,208	61,466	15,742	33,361
Ontario	71,424	52,724	18,700	70,537	55,967	14,570	23,327
Manitoba	11,247	9,084	2,163	11,241	8,701	2,540	4,996
Saskatchewan	8,584	6,968	1,616	8,344	6,568	1,776	3,246
Alberta	11,209	8,654	2,555	11,124	8,417	2,707	3,678
British Columbia	34,712	26,275	8,437	32,773	25,984	6,789	10,499
Total, Canada, December 1967	250,577*	204,364	66,213	254,954†	204,765	50,189	94,912
Total, Canada, November 1967	193,533	141,335	52,198	153,072	110,572	42,500	79,289
Total, Canada, December 1966	251,453	195,549	55,904	228,186	183,612	44,574	89,973

*In addition, revised claims received numbered 39,641.

†In addition, 37,911 revised claims were disposed of. Of these, 3,909 were special requests not granted and 1,305 were appeals by claimants. There were 9,397 revised claims pending at the end of the month.

TABLE E-2 — Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 29, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20-per-cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	November 30 1967	December 29 1967
CANADA	501,523	316,665	109,864	46,847	28,147	336,627	423,437
Male	359,288	247,968	74,207	23,052	14,061	223,197	307,269
Female	142,235	68,697	35,657	23,795	14,086	113,430	116,168
NEWFOUNDLAND	26,590	20,686	3,690	1,596	618	12,005	26,740
Male	24,084	19,534	3,089	1,081	380	9,875	24,500
Female	2,506	1,152	601	515	238	2,130	2,240
PRINCE EDWARD ISLAND	5,036	4,165	431	282	158	1,623	5,101
Male	3,881	3,404	305	105	67	1,101	4,040
Female	1,155	761	126	177	91	522	1,061
NOVA SCOTIA	23,438	15,318	4,653	1,894	1,573	13,516	24,135
Male	18,500	12,932	3,498	1,104	966	9,749	19,702
Female	4,938	2,386	1,155	790	607	3,767	4,433
NEW BRUNSWICK	25,243	17,844	4,666	1,528	1,205	13,133	24,468
Male	19,558	14,777	3,194	820	767	9,390	18,651
Female	5,685	3,067	1,472	708	438	3,743	5,817
QUEBEC	160,514	100,510	36,308	15,430	8,266	114,147	129,448
Male	117,094	78,752	25,842	8,184	4,316	79,739	94,624
Female	43,420	21,758	10,466	7,246	3,950	34,408	34,824
ONTARIO	141,491	81,466	32,256	16,701	11,068	101,608	112,549
Male	85,974	55,562	18,123	7,276	5,013	57,570	68,973
Female	55,517	25,904	14,133	9,425	6,055	44,038	43,576
MANITOBA	20,493	13,656	4,786	1,264	787	13,796	13,572
Male	15,714	11,212	3,604	558	340	9,349	10,254
Female	4,779	2,444	1,182	706	447	4,447	3,318
SASKATCHEWAN	14,557	10,117	3,156	821	463	8,373	12,496
Male	11,643	8,878	2,316	297	152	5,909	9,882
Female	2,914	1,239	840	524	311	2,464	2,614
ALBERTA	20,300	13,435	4,364	1,479	1,022	13,479	17,181
Male	15,377	11,217	3,084	571	505	9 009	13,234
Female	4,923	2,218	1,280	908	517	4,470	3,947
BRITISH COLUMBIA	63,861	39,468	15,554	5,852	2,987	44,947	57,747
Male	47,463	31,700	11,152	3,056	1,555	31,506	43,409
Female	16,398	7,768	4,402	2,796	1,432	13,441	14,338

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1 — Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1949 = 100)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—February	146.1	144.1	147.7	129.1	155.0	184.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2 — Consumer Price Indexes for Regional Cities of Canada at the Beginning of February 1968

	All-Items									
	Feb. 1968	Jan. 1968	Feb. 1967	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
						(1949 = 100)				
St. John's, Nfld.*	132.1	131.6	126.6	128.3	122.8	130.3	127.8	190.8	157.6	126.2
Halifax	144.8	144.3	139.3	144.0	140.9	142.9	145.6	189.2	193.4	140.2
Saint John	147.9	147.7	143.3	146.7	140.4	144.3	157.1	214.9	179.2	139.6
Montreal	151.1	151.1	144.8	156.9	145.9	125.4	184.1	198.6	174.8	137.9
Ottawa	151.9	151.4	145.2	153.2	145.6	138.7	174.9	205.1	166.8	146.9
Toronto	153.8	154.1	148.1	146.5	155.3	141.3	158.3	190.8	214.1	143.7
Winnipeg	148.8	149.0	141.1	148.8	136.9	147.2	152.9	209.1	169.6	154.3
Saskatoon-Regina	142.9	142.6	137.0	146.1	135.5	146.5	145.4	168.0	167.4	137.0
Edmonton-Calgary	143.8	143.4	136.6	140.2	139.1	143.8	146.8	201.5	166.0	132.0
Vancouver	147.5	147.4	140.9	146.6	147.6	137.1	156.8	178.5	164.5	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1 — Strikes and Lockouts, 1963-68

Month or Year	Strike and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strike and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46

*Preliminary

TABLE G-2 — Strikes and Lockouts, February 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	—	—	—
Manufacturing	43	45,904	562,800
Construction	14	986	5,590
Transportation and utilities	4	1,255	12,330
Trade	6	343	5,390
Finance	—	—	—
Service	8	473	1,400
Public administration	1	108	3,330
ALL INDUSTRIES	76	49,069	590,840

TABLE G-3 — Strikes and Lockouts, February 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	201	1,380
Prince Edward Island	—	—	—
Nova Scotia	4	487	1,640
New Brunswick	1	58	170
Quebec	20	3,808	52,660
Ontario	35	37,891	436,070
Manitoba	2	771	6,670
Saskatchewan	—	—	—
Alberta	2	32	670
British Columbia	8	5,770	91,480
Federal	2	51	100
ALL JURISDICTIONS	76	49,069	590,840

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers February 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
MANUFACTURING						
Food and Beverages						
Weston Bakeries Ltd., Toronto, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	227	3,410	7,190	Jan. 9 Feb. 22	Wages—Wage increases from 47¢ to 72¢ an hr. over a 27 mos. contract.
Rubber						
Goodyear Tire & Rubber Co. of Canada Ltd., Bowmanville, Ont.	Rubber Workers Loc. 189 (AFL-CIO/CLC)	150	30	30	Feb. 5 Feb. 5	Alleged grievance against supervisors—Union persuaded men to return to work.
Textiles						
Canadian Automotive Trim (Chrysler Corp. of Canada), Ajax, Ont.	Auto Workers Loc. 1090 (AFL-CIO/CLC	599	1,200	4,490	Jan. 24 Feb. 5	Working conditions—Return of workers.
Clothing						
Biltmore Hats Ltd., Guelph, Ont.	Hatters Loc. 82 (AFL-CIO/CLC)	181	1,720	1,720	Feb. 16 —	Wages—
Wood						
Several lumber companies Various locations British Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	77,030	408,430	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Que.	Building and Woodworkers' Federation (CNTU)	203	410	15,040	Oct. 19 Feb. 5	Wages, hours, job evaluation—45¢ an hr. increase for males, 39¢ an hr. for females over a 3-yr. contract; other improved benefits.
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	180	3,780	4,500	Jan. 25 —	Wages—
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	900	300	300	Feb. 29 —	In protest over suspension of two workers—
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	379,690	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	3,910	19,880	Oct. 23 Feb. 26	Delayed negotiations in a new contract—80¢ an hr. increase over a 4-yr. contract; other improved benefits.
Jenkins Bros., Lachine, Que.	Machinists Loc. 631 & Moulders Loc. 21 (AFL-CIO/CLC)	407	8,550	26,860	Nov. 25 —	Wages—

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers February 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
Transportation Equipment						
Chrysler Canada Ltd., Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	8,772	17,540	66,030	Jan. 22 Feb. 5	Working conditions—Return of workers.
General Motors of Canada Ltd. and subsidiaries, Various locations, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	23,626	359,310	359,310	Feb. 7 —	Wages, working conditions—
General Motors of Canada Ltd., Ste Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL-CIO/CLC)	1,848	27,720	27,720	Feb. 9 —	Wages, working conditions—
Canadian Acme Screw and Gear Ltd., Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	1,242	13,140	13,140	Feb. 15 —	Wages, hours—
Bristol Aerospace, Winnipeg, Man.	Machinists Loc. 741 (AFL-CIO/CLC)	694	5,900	5,900	Feb. 19 —	Delayed negotiations in a new contract—
Canadian Car, Fort William Division, Hawker Siddeley Canada Limited, Fort William, Ont.	Auto Workers Loc. 1075 (AFL-CIO/CLC)	675	340	340	Feb. 29 —	Safety conditions—
Non-Metallic Mineral Products						
Canada Sand Papers Ltd., Plattsville, Ont.	Chemical Workers Loc. 652 (AFL-CIO/CLC)	154	890	890	Feb. 22 —	Wages—
Miscellaneous Manufacturing						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (AFL-CIO/CLC)	833	17,220	17,220	Feb. 1 —	Delay in signing new agreement—
CONSTRUCTION						
H. J. Kaiser Co. (Canada) Ltd., Long Harbour, Nfld.	Various unions	186	1,090	1,250	Jan. 27 Feb. 12	Overtime rates, dissatisfaction over room and board accommodation —Return of workers.
Brown and Root Limited, Donkin Highway, Glace Bay, N.S.	International Operating Engineers Loc. 721 (AFL-CIO/CLC)	303	610	610	Feb. 13 Feb. 15	Suspension of two workers— Return of workers on instruction of union.
Brown and Root Limited, Donkin Highway, Glace Bay, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	122	430	430	Feb. 23 Feb. 29	Alleged unjust lay-off of eight workers—Return of most workers.

TABLE G-4 — Strikes and Lockouts Involving 100 or More Workers February 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			February	*Accumulated*		
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc., Montreal—South Shore, Que.	Railway, Transport and General Workers Locs. 511 & 513 (CLC)	120	1,460	2,320	Jan. 22 Feb. 18	Wages—25¢ an hr. increase retroactive to Nov. 23, 1967.
B.C. Ferry Authority, Vancouver, B.C.	Merchant Service Guild (Loc. 2 (CLC)	1,080	10,800	10,800	Feb. 16 —	Protesting lay-off of 160 workers—
TRADE						
Various automobile dealers, Quebec City and area, Que.	CNTU	150	3,130	12,760	Nov. 1 —	Wages, hours in first agreement—
Essex County Lumber Dealers Association, Windsor and area, Ont.	Carpenters Loc. 494 (AFL-CIO/CLC) & Teamsters Loc. 880 (Ind.)	105	420	420	Feb. 26 —	Wages—
SERVICE						
Health and Welfare						
Hôpital St. Ferdinand, St. Ferdinand d'Halifax Cté Mégantic, Qué.	Service Employees' Federation (CNTU)	340	340	340	Feb. 23 Feb. 23	Alleged grievances—Return of workers.
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	3,330	3,330	Feb. 5 —	Wages—